



1987-1988 MANAGEMENT COMPENSATION STUDY

for Wholesalers and Large Retailers

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1987 - 1988 MANAGEMENT COMPENSATION STUDY FOR
WHOLESALE AND LARGE RETAILERS

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1987 - 1988 MANAGEMENT COMPENSATION STUDY FOR
WHOLESALE AND LARGE RETAILERS

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INTRODUCTION

The 1987-1988 Management Compensation Study provides data on compensation levels for 54 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, incentive/bonus plans, long-term incentive plans, and benefits. Eighty companies participated in this year's survey.

The compensation data gathered in the Study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

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Washington DC 20006

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EXECUTIVE SUMMARY

The 1987-1988 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 54 representative line and staff positions in top management, merchandising, and store operations. The Study includes a summary of policies and practices relative to salary administration, incentive plans, and benefits. This executive summary section includes highlights from the survey report and, to provide a broader frame of reference, provides comparisons where possible to practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 205 durable and nondurable manufacturing and nonfinancial services companies.

Participation: Eighty companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry.

PARTICIPATING COMPANIES BY SIZE

<u>\$SALES</u>	<u>NUMBER OF COMPANIES</u>	<u>PERCENT OF TOTAL</u>
Less than \$250 Million	24	30%
\$250 - 499 Million	15	19
\$500 - 999 Million	12	15
\$1 Billion and Above	29	36
	<u>80</u>	<u>100%</u>

Some highlights are:

Salary Planning: Participants provided estimates of salary range revisions and merit increase budgets. Approximately 81 percent of the companies have increased (or will increase) salary ranges in 1988. Sixty-nine percent plan to increase ranges in 1989.

ESTIMATED SALARY RANGE ADJUSTMENTS

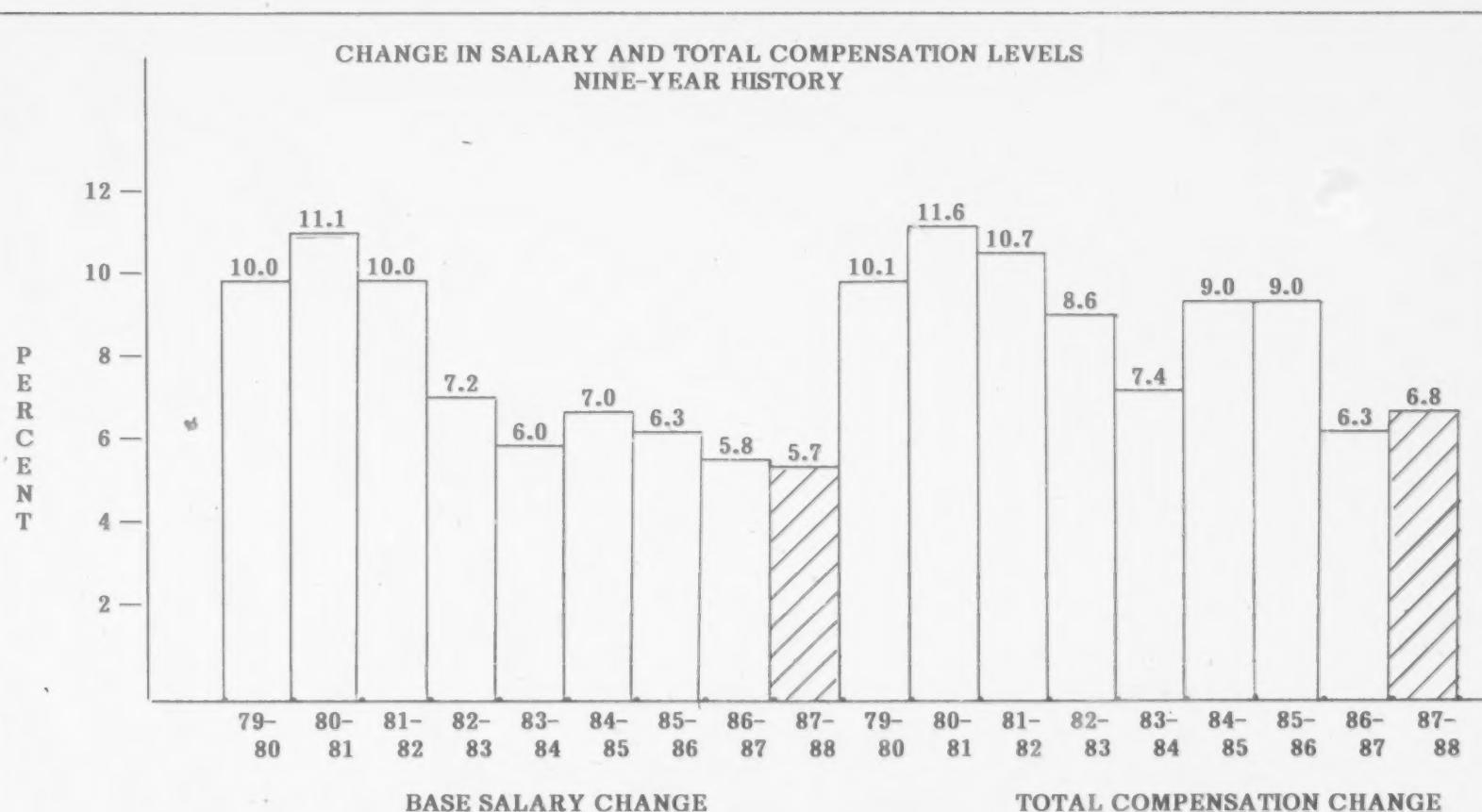
<u>EMPLOYEE CATEGORY</u>	<u>1988</u>	<u>1989</u>
Nonexempt	4.0%	4.1%
Exempt	4.2	4.2

Approximately 65 percent of the participants reported merit increase budget amounts for 1988; only 37 percent reported 1989 plans. Overall, merit increase budgets are estimated to be 4.4 percent for 1988 and 4.2 percent for 1989.

ESTIMATED AVERAGE MERIT INCREASE BUDGETS

<u>EMPLOYEE CATEGORY</u>	<u>1988</u>	<u>1989</u>
Nonexempt	4.1%	4.1%
Exempt	4.3	4.1
Officer/Executive	5.5	4.5
ALL EMPLOYEE GROUPS COMBINED	4.4%	4.2%

Percent Change in Compensation: The average change in base salaries for positions analyzed in this study during the period March 31, 1987 - March 31, 1988 is 5.7 percent. Total compensation changes average 6.8 percent. These figures are based on a compilation of the changes reported by survey participants for each survey position. (That is, the March 31, 1988 salary compared to the March 31, 1987 salary for the same position whether or not the position is filled by the same incumbent.) The following chart shows a nine-year history based on data gathered through this Study beginning with the 1979-1980 edition.



NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by participants. It includes survey positions which increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

Annual Management Incentive Plans: Eighty-eight percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and extend it to regional/district management, merchandisers and buyers, and to store management.

Target awards (that is, awards a plan is designed to pay if performance goals of both the individual and organization are met) range between 8-39 percent of salary depending on management level and the size of company.

TYPICAL TARGET BONUS AWARDS
(As a Percent of Salary)

	COMPANIES UNDER \$500MM IN SALES	COMPANIES OVER \$500MM IN SALES
Senior Management	21%	39%
Regional/District Management	17	28
Merchandisers & Buyers	14	19
Store Managers	14	15
Other Store Management	8	8

The overall prevalence of incentive plans (88 percent of companies) is slightly lower than the prevalence of the plans among general industry companies. Ninety-two percent of general industry companies have some form of management incentive compensation plan.

Variable Pay for Nonmanagement: Twenty-four percent of the participants provide some type of variable compensation to nonmanagement employees. These plans include a variety of plans from gainsharing plans and other types of performance-based plans to suggestion systems.

Long-term Incentive Plans: Thirty-three percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock option programs. The prevalence of long-term incentives is significantly higher in general industry where approximately seventy percent of the companies have such plans.

Health Care Cost Containment: All of the companies provide health insurance to their employees, but many companies are continuing their efforts to control and reduce costs. One third of the participants report that they have increased the deductibles, increased the employees' share of the premiums, and/or reduced the benefits. Many companies are actively encouraging employees to control costs by using outpatient facilities and by seeking second opinions prior to surgery. Some companies even offer employees a percentage of amounts saved through employee audits of medical bills for accuracy.

Other Benefits: The following chart shows the prevalence of various benefits for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES (Percent of Companies)					
	<u>Senior Mgmt.</u>	<u>Reg./Dist. Mgmt.</u>	<u>Merch. & Buyers</u>	<u>Store Mgr.</u>	<u>Other Store Mgmt.</u>
Qualified Pension Plan	61%	53%	60%	56%	55%
Company-Paid Annual Physicals	61	27	17	12	5
Supplemental Long-Term Disability	49	37	41	39	36
Total Medical Expenses	28	4	5	5	4
Country Club Membership Dues	25	-	-	-	-
Supplemental Retirement Plan	21	5	5	4	4
Luncheon/Dinner Club Dues	21	1	3	3	-
Financial Counseling Services	21	1	1	1	1
Legal Counseling Services	12	3	3	1	1
Low or No Interest Company Loans	9	5	7	5	4
First-Class Air Travel	7	-	-	-	-
Executive Dining Room	3	1	-	-	-

Compensation Levels: The 1987-1988 Study includes compensation data on 54 positions which are representative of corporate, operations, and store management. In general, compensation levels for management positions are related to a measure of position responsibility. For example, executives in a company with \$1 Billion in sales are typically paid significantly more than executives in a \$200 Million company. The survey report contains detailed exhibits showing compensation levels for each position in both tabular and graphic form (showing the relationship of compensation to revenue size of the company or other scope measure). The following charts show pay levels for selected positions at three representative company sizes -- at \$200MM, 500MM, and 1B in company sales. Company sales is a primary measure of scope for these positions. The survey contains many additional positions for which specific measures such as meat sales, weekly store sales, etc. are appropriate measures.

POSITION	BASE SALARY LEVELS *(IN \$THOUSANDS) IN COMPANIES WITH SALES OF		
	\$200MM	\$500MM	\$1B
Chief Executive Officer	\$137.0	\$189.0	\$242.0
Chief Financial Officer	68.0	91.0	114.0
Top Merchandising & Procurement Executive	66.0	82.0	97.0
Top Store Operations Executive	65.0	79.0	92.0
Top Personnel Executive (with Labor Relations)	54.0	70.0	86.0
Controller	48.0	58.0	68.0
Top Data Processing Executive	46.0	59.0	72.0
Top Personnel Executive (without Labor Relations)	46.0	56.0	65.0
Top Distribution Executive	45.0	60.0	75.0
Warehouse Manager (with Transportation)	43.0	46.0	49.0
Top Advertising Executive	39.0	47.0	53.0

* Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1988.

POSITION	TOTAL COMPENSATION *(IN \$THOUSANDS) IN COMPANIES WITH SALES OF		
	\$200MM	\$500MM	\$1B
Chief Executive Officer	\$174.0	\$249.0	\$328.0
Chief Financial Officer	82.0	112.0	142.0
Top Merchandising & Procurement Executive	79.0	103.0	125.0
Top Store Operations Executive	74.0	92.0	108.0
Top Personnel Executive (with Labor Relations)	62.0	83.0	103.0
Controller	53.0	67.0	80.0
Top Data Processing Executive	51.0	68.0	84.0
Top Personnel Executive (without Labor Relations)	53.0	67.0	79.0
Top Distribution Executive	49.0	69.0	90.0
Warehouse Manager (with Transportation)	46.0	49.0	53.0
Top Advertising Executive	43.0	53.0	62.0

* Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1988.

Relationships between salary levels for selected positions and that of Chief Executive Officers are shown below for three representative size categories.

POSITION	PERCENT OF CEO SALARY IN COMPANIES WITH SALES OF		
	\$200MM	\$500MM	\$1B
Chief Executive Officer	100%	100%	100%
Chief Financial Officer	50	48	47
Top Merchandising & Procurement Executive	48	43	40
Top Store Operations Executive	47	42	38
Top Personnel Executive (with Labor Relations)	39	37	36
Controller	35	31	28
Top Data Processing Executive	34	31	30
Top Personnel Executive (without Labor Relations)	34	30	27
Top Distribution Executive	33	32	31
Warehouse Manager (with Transportation)	31	24	20
Top Advertising Executive	28	25	22

* Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1988.

Though several of the top management positions are similar to positions which exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or other measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique and differs from general industrial and other services firms in many significant respects including profit margins, absolute levels of revenues, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of \$1 Billion are similar to those of general industry top executives in companies with \$200 Million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON

(Compensation in \$Thousands)

	FOOD RETAIL/WHOLESALE WITH \$1 BILLION IN SALES		GENERAL INDUSTRY * WITH \$200 MILLION IN SALES	
	<u>Base Salary</u>	<u>Total Comp.</u>	<u>Base Salary</u>	<u>Total Comp.</u>
Chief Executive Officer	\$242.0	\$328.0	\$248.0	\$321.0
Chief Financial Officer	114.0	142.0	125.0	154.0
Top Personnel Executive (with Labor Relations)	86.0	103.0	84.0	98.0
Top Data Processing Executive	72.0	84.0	73.0	81.0

* SOURCE: Sibson & Company's 1987 Management Compensation Survey data updated to March 31, 1988.

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PART I: PARTICIPANT PROFILE

Eighty companies participated in the 1987 - 1988 Management Compensation Survey for Wholesalers and Large Retailers. These participants comprise a representative sample of small, medium and large organizations in all geographic regions. A profile of participants is shown below; a participant list is shown on pages 21 to 24.

PARTICIPATING COMPANIES BY SIZE

\$ SALES	NO. OF COMPANIES	% OF TOTAL
Less than \$250 Million	24	30%
\$250 - 499 Million	15	19
\$500 - 999 Million	12	15
\$1 Billion and Above	<u>29</u>	<u>36</u>
	80	100%

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	NO. OF COMPANIES	% OF TOTAL
Less than 500	14	18%
500 - 999	18	22
1,000 - 2,499	15	19
2,500 - 4,999	11	14
5,000 and Above	<u>22</u>	<u>28</u>
	80	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

	Region	Number of Companies	% of Total
Region 1 - Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	22	28%
Region 2 - Northeast Central	Illinois, Indiana, Michigan, Ohio, Wisconsin	17	21
Region 3 - West Central	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	23	29
Region 4 - Southeast	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	11	14
Region 5 - Pacific	Alaska, California, Hawaii, Oregon, Washington	$\frac{7}{80}$	$\frac{9}{100\%}$

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LIST OF PARTICIPANTS

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Borman's, Inc.
J.R. Smith

Copps Corporation
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Bel Air Markets
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Bozzuto's Inc.

D'Agostino Supermarkets Inc.
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Glen's Markets, Inc.

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Hannaford Brothers Co.

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Hughes Markets, Inc.

Jewel Food Stores
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Kings Super Markets, Inc.
Edward Lowenfish
201-575-3320

Alfred M. Lewis, Inc.
H.R. Huber
714-684-0170

Lloyd's Shopping Centers, Inc.
Decatur Rabiet
914-342-3905

Lucky Stores, Inc.
Rosalind Thompson
415-833-6233

"M" System Food Stores, Inc.
Baugh Lewis
915-655-4131

The Mad Butcher, Inc.
T.E. (Tom) Hervey

Makro Inc.

Malone & Hyde, Inc.
J.P. Jones
901-325-4261

Market Basket Food Stores
Kent Lacy
409-727-3104

Martin's Super Markets, Inc.
Gaylen B. Wynn
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Minyard Food Stores, Inc.
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T.J. Morris Company
Edwin E. Akins
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Nash Finch Company
Janan Minge
612-929-0371

Overland Thrift Markets, Inc.
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P&C Food Markets, Inc.
C. Kenneth Carlson
315-457-9460

Pay Less Super Markets, Inc.
Paul Nicholson
317-649-3526

Purity Supreme
Robert O'Maley
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Ralphs Grocery Company
Gene A. Brown
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Red Food Stores, Inc.
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Riverside Markets - Penn
Traffic Company
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Roundy's, Inc.
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SASM Midwest/Apollo Supermarkets
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Super Valu Stores, Inc.
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Times Super Market, Ltd.

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PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other employees. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Variable/Incentive Pay for Nonmanagement
- Long-Term Incentive Plans
- Benefits and Perquisites
- Health Care Cost Containment

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are defined on page 62.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

Seventy-five companies responded to the compensation program section of the survey.

SALARY PLANNING

Thirty-one (44 percent) of the 70 responding companies reported that their salary year begins in January. As the following chart shows, the remaining companies are distributed throughout the year.

<u>SALARY YEAR BEGINS IN</u>	<u>NUMBER OF COMPANIES</u>
January	31
February	4
March	4
April	5
May	4
June	1
July	7
August	4
September	3
October	4
November	3
December	-

Sixty-one companies report that they have adjusted, or plan to adjust, salary ranges in 1988; 9 companies report that they do not. Fifty-two companies report that they plan to adjust their ranges in 1989; 7 report that they do not. The following chart shows actual 1988 and planned 1989 range adjustments by employee category. Please note that a number of companies did not provide data. Sample sizes are reported in the exhibit.

SALARY RANGE ADJUSTMENTS				
COMPARISON OF ACTUAL 1988 AND PROJECTED 1989 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY				
<u>EMPLOYEE CATEGORY</u>	<u>1988 ACTUAL</u>	<u># OF RESPONSES</u>	<u>1989 PLAN</u>	<u># OF RESPONSES</u>
Salaried Nonexempt	4.0%	51	4.1%	33
Exempt	4.2	54	4.2	34

Sixty-nine (93 percent) of the responding companies reported that they do not grant any form of economic or general adjustment to their salaried employees. Of the 5 companies that grant some form of adjustment, all grant adjustments to nonexempt and exempt employees, and four grant adjustments to officers/executives.

Although not all companies were able to supply predictions, the reported merit increase budget planned for 1989, 4.2 percent, is similar to 1988 budget (4.4 percent) for all employee groups. A summary of the anticipated average merit increase budgets by employee group is shown in the following exhibit.

MERIT INCREASE BUDGETS (INCLUDING ECONOMIC ADJUSTMENTS)

**COMPARISON OF ACTUAL 1988 AND PROJECTED 1989 AVERAGE
MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY**

<u>EMPLOYEE CATEGORY</u>	<u>PAID/PLANNED IN 1988</u>	<u># OF RESPONSES</u>	<u>PLANNED FOR 1989</u>	<u># OF RESPONSES</u>
Salaried Nonexempt	4.1%	46	4.1%	21
Exempt	4.3	53	4.2	27
Officer/Executive	5.5	48	4.5	27
ALL EMPLOYEE GROUPS COMBINED	4.4%	46	4.2%	26

ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

Sixty-six companies (88 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS		
\$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than \$250 Million	20	87%
\$250 - 499 Million	11	73
\$500 - 999 Million	8	89
\$1 Billion and Up	27	96
ALL COMPANIES	66	88%
GEOGRAPHIC REGION		
Northeast	19	86%
Northeast Central	13	87
West Central	21	91
Southeast	8	80
Pacific	5	100

Bonus plans are most prevalent at the corporate and operating company senior management level; 92 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (79 percent); merchandisers and buyers (79 percent); store managers (89 percent); and other store management (60 percent). As the following chart shows, large companies (i.e., companies over \$1 billion in sales) tend to restrict bonus eligibility to a more limited management group than do smaller companies.

BONUS PLAN PREVALENCE BY MANAGEMENT GROUP

(As a Percent of Companies With Plans)

\$ Sales	Senior Mgmt.	Reg./Dist. Mgmt.	Merch. & Buyer	Store Mgr.	Other Store Mgmt.	# of Companies With Bonus Plans
Less than \$250 Million	95%	42%	84%	95%	79%	20
\$250 - 499 Million	91	100	100	100	64	11
\$500 - 999 Million	100	100	88	100	63	8
\$1 Billion and Up	89	89	63	78	44	27
ALL COMPANIES	92%	79%	79%	89%	60%	66

Types of Plans

Sixty-one percent of the incentive plans are based on annual corporate and/or division performance targets; individual awards vary depending on individual contribution to results. Eighteen percent of the plans are "profit-sharing" plans in which the bonus fund is based on a fixed percentage of profits; individual awards are a pro-rated distribution of the fund depending on salary and/or performance. The remaining twenty-one percent of the plans are discretionary, i.e., awards are not based on a formula and the plan tends to be administered more informally than the other types of plan.

TYPES OF INCENTIVE PLANS		
PLAN TYPES	# OF COMPANIES	% OF PLANS
<u>Corporate Incentive Plan:</u> Individual awards vary depending upon corporate and/or individual results; targets are determined on a year-to-year basis. Participants are informed of goals, potential awards, and basic operation of the plan.	27	41%
<u>Corporate and Division Plan:</u> Same as above except awards for division management are based on division results (and possibly corporate results).	13	20
<u>Bonus Fund/"Profit-Sharing" Plan:</u> The fund is determined by a fixed percentage of profits; prorated distribution is dependent on participant's salary and/or performance.	12	18
<u>Discretionary:</u> No formula for determining fund or awards; the plan tends to be more informal than the other types, and communication about the plan is limited.	14	21
	<u>66</u>	<u>100%</u>

Performance Measures

Seventy-eight percent of the companies establish business performance targets annually as part of their strategic planning process; the remainder base their bonus plans on a fixed standard which does not change from year to year. As shown in the following chart, target earnings is the measure most frequently used in plans for all management levels.

PERFORMANCE MEASURES USED IN BONUS PLANS					
PERFORMANCE MEASURE	Senior Mgmt. % of Plans	Reg./Dist. Mgmt. % of Plans	Merch. & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt. % of Plans
Target Earnings	56%	61%	55%	55%	52%
Target Sales	24	28	32	30	23
Return on Sales	16	21	25	28	29
Return on Invested Capital	8	2	2	2	3
Return on Equity	12	12	13	4	6
Return on Assets	8	12	5	2	3
Earnings per Share Growth	4	2	2	2	3
Performance Relative to Peer Companies	2	2	-	2	-
Discretionary	26	26	25	13	10

Individual Awards

Typically, incentive awards are based on the business performance of the organizational unit to which the individual belongs and on individual performance. As shown in the following chart, 94 percent of the senior management plans are based on company performance; ninety-three percent of the store management plans are based on store performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

BASIS OF INDIVIDUAL BONUS AWARDS					
BASIS	Senior Mgmt. % of Plans	Reg./Dist. Mgmt. % of Plans	Merch. & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt. % of Plans
Overall Company Performance	94%	57%	84%	27%	26%
Regional/District Performance	3	60	16	7	7
Store Performance	2	6	4	93	88
Individual Performance	38	36	44	33	43
NUMBER OF COMPANIES RESPONDING	63	53	50	60	42

NOTE: Most companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target (or average) award. Most plans also specify a maximum award level. Average target and maximum award levels are listed below.

TYPICAL TARGET BONUS AWARD LEVELS

(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN \$500MM	COMPANIES WITH SALES GREATER THAN \$500MM
Senior Management	21%	39%
Regional/District Management	17	28
Merchandisers & Buyers	14	19
Store Managers	14	15
Other Store Management	8	8

TYPICAL MAXIMUM BONUS AWARD LEVELS

(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN \$500MM	COMPANIES WITH SALES GREATER THAN \$500MM
Senior Management	33%	45%
Regional/District Management	20	34
Merchandisers & Buyers	20	29
Store Managers	20	22
Other Store Management	15	17

Eligibility

Company practices vary widely with regard to incentive plan eligibility. Roughly one-third of the companies with plans extend eligibility to all exempt employees. Typically, those eligible do not actually receive an award. The following chart shows the distribution for eligibility and participation.

PERCENTAGE OF EXEMPT EMPLOYEES IN INCENTIVE PLANS		
PERCENTAGE OF TOTAL EXEMPTS	<u>ELIGIBLE FOR PLAN</u> % of Plans	<u>ACTUALLY PARTICIPATED IN 1987</u> % of Plans
Less than 6%	14%	18%
6 - 10%	5	4
11 - 25%	7	14
26 - 35%	3	2
36 - 45%	7	8
46 - 55%	5	6
56 - 65%	7	10
66 - 75%	7	2
76 - 85%	2	4
86 - 95%	9	16
100%	34	16
	<u>100%</u>	<u>100%</u>
AVERAGE % OF EXEMPTS	62%	52%

VARIABLE/INCENTIVE PAY FOR NONMANAGEMENT

Prevalence

Eighteen companies, or 24 percent, have some type of variable or performance-based pay program for employees below the management level. The majority of these companies have installed their plans in the last two years.

PREVALENCE OF VARIABLE PAY PLANS FOR NONMANAGEMENT		
\$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than \$250 Million	4	17%
\$250 - 499 Million	4	27
\$500 - 999 Million	2	22
\$1 Billion and Up	8	29
ALL COMPANIES	18	24%
GEOGRAPHIC REGION		
Northeast	4	18
Northeast Central	2	13
West Central	6	26
Southeast	4	40
Pacific	2	40

The companies which have these plans report a variety of vehicles and target employee groups. The plan types and prevalence are listed below.

	NUMBER OF COMPANIES
<u>Productivity Gainsharing:</u> Management and reward systems designed to motivate productivity improvement by sharing gains with employees. Productivity gainsharing reinforces group efforts rather than individual achievement.	5
<u>Lump-Sum Merit Increase:</u> Individual cash awards provided in lieu of or as a supplement to recurring base salary increases.	5
<u>Suggestions Systems:</u> Cash award programs designed to stimulate ideas for operational improvement from employees not normally expected to contribute to administrative policy decisions.	5
<u>Annual Goal Incentives:</u> Pay programs designed to motivate and reward annual achievement of <u>specific</u> individual or organizational objectives.	4
<u>Year-End Bonuses:</u> Traditional company-wide bonuses distributed broadly, in recognition of all employees' contributions to the business in the year just ended.	3
<u>Cash Profit-Sharing:</u> Recurring year-end bonus programs that distribute varying dollar amounts to individual employees based on a formula related to corporate or business unit profitability.	3
<u>Spot Awards:</u> Cash awards designed to recognize singular notable accomplishments that contribute to an organization's success. Typically, achievements are not specifically anticipated nor directed, and awards are not routinely given.	2

The small sample sizes preclude any analysis of patterns or trends regarding employee groups covered.

LONG-TERM INCENTIVE PLANS

Prevalence

Long-term incentive plans are plans which are based on company and/or individual performance over a period of more than one year. Included in this definition are plans such as stock options and other stock-based plans and various performance-based plans. Twenty-five companies (33 percent) provide some type of long-term plan. As shown in the following chart, the prevalence of plans is significantly greater in companies over \$500 million in sales.

PREVALENCE OF LONG-TERM INCENTIVE PLANS		
\$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than \$250 Million	3	13%
\$250 - 499 Million	0	0
\$500 - 999 Million	5	56
\$1 Billion and Above	17	61
ALL COMPANIES	25	33%
GEOGRAPHIC REGION		
Northeast	8	36%
Northeast Central	6	40
West Central	5	22
Southeast	4	40
Pacific	2	40

Most of the companies with plans restrict eligibility to the senior management level; the following chart shows the prevalence of plans for each management level.

LONG-TERM INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP

LEVEL	NUMBER OF COMPANIES WITH PLANS
Senior Management	25
Regional/District Management	15
Merchandisers & Buyers	10
Store Managers	8
Other Store Management	3

Types of Plans

The types of plans provided to each management level are summarized on the following page. Sixty percent of the companies with plans report that awards are granted annually to plan participants.

TYPES OF LONG-TERM INCENTIVE PLANS

PLANS	SENIOR MGMT. Number of Companies	REG./DIST. MGMT. Number of Companies	MERCH. & BUYERS Number of Companies	STORE MGR. Number of Companies	OTHER STORE MGMT. Number of Companies
Stock-based Plans					
Incentive Stock Options: Options to purchase shares of common stock for no less than 100 percent of market value at the time of grant. Stock must be held for one year after exercise and two years after grant. (Prior to the Tax Reform Act of 1986, additional requirements had to be satisfied. Options had to be exercised in order of sequence, and the full appreciation in stock price from grant to sale was treated as capital gains.)	12	7	4	5	1
Nonqualified Stock Options Without Stock Appreciation Rights: Options to purchase shares of company stock. Options can be granted at less than market price.	8	4	2	2	1
Nonqualified Stock Options With Stock Appreciation Rights: In lieu of exercising all or a portion of nonqualified stock options, the executive is allowed to surrender unexercised option shares and receives a payment equal to the difference between the option price and the market price of the surrendered shares. Payment is typically in cash.	4	1	1	1	-
Restricted Stock Plan: An executive is awarded shares of company stock which are restricted from sale for a specific period of time. The number of shares which actually vest with the executive is based on achievement of internal company performance objectives and the executive remaining with the company for a specific period of time.	1	1	1	1	-
Phantom Stock Plan: Phantom stock units are credited on a book-keeping basis to an executive's account. Appreciated stock value, often plus accrued dividend value, is paid out at the end of a pre-determined time -- usually five years -- in either cash or stock, or some combination. A variation is the payment of the full stock price value rather than just the appreciation. In some cases, phantom stock units are awarded only for the accrual of dividends -- such phantom units are often called dividend units.	2	3	3	1	-
Performance-based Plans					
Performance Share Plan: Executive is granted contingent award of company stock which vests over a number of years according to some measure of company performance. Value paid to executive equals number of vested shares times stock price at the conclusion of the performance period.	4	2	1	-	-
Long-Term Bonus Plan: The company pays a bonus in cash or stock based on the achievement of preset long-term objectives. Often expressed in the form of performance units. Performance is typically measured over a three- to five-year period of time.	4	1	1	1	1

Impact of Legislation and Market Shifts

Stock Plans

Approximately 70 percent of the companies with stock-based plans report that they have not yet determined what plan changes will be considered in response to changes in FASB accounting rules.

Fewer than one quarter of the companies indicate that they have made changes in their stock option programs due to the Tax Reform Act of 1986. Most of these indicate that ISOs have been (or will be) eliminated.

None of the companies reported any changes in stock option awards due to the October stock market movement.

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about IRAs and flexible benefits programs.

- **IRAs:** None of the participants contributes toward employee Individual Retirement Accounts.
- **Flexible Benefits:** "Cafeteria" or flexible benefits programs are those in which plan participants may choose among two or more benefits according to their needs. Currently, eight companies provide such a program. Fourteen companies report that they are considering such a program. Most of these companies offer (or will offer) the benefit to all of the management groups surveyed.

-PREVALENCE OF BENEFIT PLANS

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Qualified Pension Plan	46	61%	40	53%	45	60%	42	56%	41	55%
Qualified Profit-Sharing Plan	36	48	31	41	36	48	32	43	31	41
Qualified Thrift-Savings Plan	17	23	16	21	17	23	16	21	13	17
Employee Stock Purchase Plan	15	20	15	20	14	19	14	19	12	16
Employee Stock Ownership Plan (ESOP)	8	11	7	9	7	9	6	8	6	8
Payroll-Based Stock Ownership Plan (PAYSOP)	5	7	5	7	5	7	3	4	3	4
401K Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	42	56	37	49	42	56	40	53	38	51
Voluntary Deferred Compensation Plan (Deferral of incentive bonus portion of compensation)	13	17	7	9	5	7	4	5	4	5
Dental Insurance Plan	70	93	60	80	67	89	64	85	61	81
Visual/Optical Coverage Plan	38	51	30	40	33	44	32	43	30	40
Prescription Plan	55	73	44	59	49	65	48	64	46	61

PREVALENCE OF SUPPLEMENTAL PLANS

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	42	56%	32	43%	32	43%	30	40%	22	29%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	37	49	28	37	31	41	29	39	27	36
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	21	28	3	4	4	5	4	5	3	4
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing or retirement benefits provided to all employees)	16	21	4	5	4	5	3	4	3	4

PREVALENCE OF PERQUISITES

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Educational Aid for Employees	48	64%	42	56%	47	63%	41	55%	39	52%
Educational Aid for Dependents	4	5	3	4	3	4	3	4	3	4
Company-Paid Annual Physicals	46	61	20	27	13	17	9	12	4	5
Country Club Membership Dues	19	25	-	-	-	-	-	-	-	-
Luncheon/Dinner Club Dues	16	21	1	1	2	3	2	3	-	-
Financial Counseling Services	16	21	1	1	1	1	1	1	1	1
Tax Counseling Services	9	12	1	1	1	1	1	1	-	-
Estate Planning Services	7	9	-	-	-	-	-	-	-	-
Legal Counseling Services	9	12	2	3	2	3	1	1	1	1
Low or No Interest Company Loan	7	9	4	5	5	7	4	5	3	4
First-Class Air Travel	5	7	-	-	-	-	-	-	-	-
Executive Dining Room	2	3	1	1	-	-	-	-	-	-

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering their health care plans for their headquarters management staff. The responses indicate that many companies are continuing their efforts to control health care costs.

Coverage

All of the companies surveyed provide health benefits coverage. Twenty-six companies (35 percent) require employees to pay part of the premiums for employee coverage; 39 companies (52 percent) require contributions toward dependents' coverage.

Twenty-seven companies, 36 percent of those surveyed, reported that they have made a change in coverage during the last two years. Of these, fifteen have increased the deductible -- typically, from \$100 to \$150 or \$200. Fifteen companies have increased the employee's portion of the premium for dependent's coverage; thirteen have increased the premium for employee coverage. Nine companies have changed the benefits co-payments; that is, the percentage of covered health care costs paid by the plan.

Over three-quarters of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common alternatives are outpatient surgery and pre-admission testing.

PREVALENCE OF ALTERNATIVE PRACTICES

	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Outpatient Surgical Facilities	54	72%
Pre-admission Testing	51	68
Hospice Care	29	39
Health Maintenance Organizations	21	28
Paraprofessionals for Routine Illnesses	6	8

Thirty-six companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Eleven companies report that they encourage employees to use the PPOs by increasing the percentage of covered medical expenses (e.g., from 80 percent to 100 percent) or by eliminating the deductibles.

Twenty-five companies require that employees obtain second opinions for all non-emergency surgery. Twenty-three companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only four companies report that they do not cover them.

**SURGICAL PROCEDURES AND
SECOND OPINIONS**

PROCEDURE	NUMBER OF COMPANIES WHICH REQUIRE 2nd OPINION	PERCENT OF TOTAL
Hysterectomy	40	53%
Removal of Tonsils/Adenoids	39	52
Knee Surgery	38	51
Removal of Hemorrhoids	36	48
Hernia Repair	34	45
Removal of Gall Bladder	34	45
Prostatectomy	33	44
Varicose Vein Stripping	33	44
Nasal Surgery	31	41
Coronary By-Pass Surgery	29	39
Bunionectomy	29	39

Administration

Fifty-five companies (73 percent of those surveyed) have a self-insured plan (i.e., the company incurs the risk of claims payment). Forty-five of these companies have stop-loss coverage which insures the company if costs exceed a predetermined amount.

The majority of companies use a third-party administrator or insurance carrier to administer claims. Only four companies handle claims administration internally.

Sixteen companies, 21 percent of those surveyed, report that they offer incentives to employees who audit their own medical bills for accuracy. Twelve of these companies pay the employee 50 percent of any amounts saved through the audits; one company pays 100 percent of the savings up to a maximum amount of \$300; one company pays 10 percent (two companies did not specify).

Prevention

Many companies sponsor health-related programs for their employees. The most common are Employee Assistance Programs (28 companies) and Cardiopulmonary Resuscitation Training (CPR) (27 companies). The prevalence of various programs is shown in the following chart.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Employee Assistance Programs	28	37%
Cardiopulmonary Resuscitation Training (CPR)	27	36
Blood Pressure Checks	21	28
Smoking Cessation	20	27
Health Newsletter	19	25
Exercise-Fitness Programs	17	23
Nutrition-Weight Control	14	19
Alcohol-Drug Abuse Control	11	15
Stress Management	11	15
Flu Shots	8	11
Hypertension Control	8	11
Cancer Risk Reduction	6	8
Accident Risk Reduction	6	8
Heart Attack Risk Reduction	5	7

Food Marketing Institute

PART III: PERCENT CHANGE IN COMPENSATION

MARCH 31, 1987 - MARCH 31, 1988

The average percent change in base salary for all survey positions is 5.7 percent. This compares to 5.8 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 6.8 percent. This compares to 6.3 percent last year.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

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SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	6.3%	*	6.0%	9.6%
2	Chief Operating Officer	11.0	4.0	8.7	9.6
3	Chief Financial Officer	9.0	9.2	8.9	12.0
4	Top Operating Company Executive	4.1	11.8	5.0	4.7
5	Top Legal Executive	8.7	10.0	8.9	11.1
STAFF POSITIONS - CORPORATE/OPERATING COMPANY					
6	Controller	6.1	9.1	6.6	7.9
7	Top Audit Executive	5.0	4.9	5.0	4.5
8	Top Data Processing Executive	6.5	9.6	7.2	8.3
9	Top Personnel Executive (With Labor Relations)	6.6	6.1	6.5	8.4
10	Top Personnel Executive (Without Labor Relations)	6.8	5.0	6.4	8.0
11	Top Labor Relations Executive	6.2	6.2	6.2	8.8
12	Training & Management Development Executive	5.9	5.4	5.8	8.1
13	Top Distribution Executive	4.2	6.0	4.4	5.4
14	Top Construction & Maintenance Executive (With Real Estate)	6.4	5.0	6.2	9.6
15	Top Construction & Maintenance Executive (Without Real Estate)	6.0	6.2	6.0	8.6
16	Top Real Estate Executive	7.7	6.2	7.4	11.5
17	Top Security/Loss Prevention Executive	3.5	5.3	3.6	4.5
18	Top Sanitation Executive	3.4	4.6	3.5	4.4
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	9.3	8.3	8.9	11.1
20	Top Advertising Executive	4.8	6.7	5.3	6.5
21	Top Grocery Operations Executive	7.8	6.0	7.6	10.3
22	Top Meat Operations Executive	6.1	3.7	5.3	7.6
23	Top Produce Operations Executive	4.7	7.1	5.1	6.2
24	Top General Merchandise/Nonfood Operations Executive	4.4	8.7	5.3	9.4
25	Grocery Merchandiser	3.8	4.5	3.8	4.0
26	Meat Merchandiser	4.4	4.0	4.2	3.3
27	Produce Merchandiser	3.1	4.9	3.1	3.5
28	Frozen Food Merchandiser	*	*	*	*
29	Dairy Merchandiser	5.0	*	4.1	2.1
30	Nonfood Merchandiser	5.2	6.5	5.3	6.0
31	Deli Merchandiser	2.3	6.3	3.3	3.2
32	Bakery Merchandiser	6.9	5.8	6.5	8.2

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY (continued)					
33	Grocery Buyer	4.8%	5.3%	5.0%	4.5%
34	Meat Buyer	3.5	3.4	3.4	3.2
35	Produce Buyer	4.3	5.5	4.6	6.3
36	Frozen Foods Buyer	5.5	5.6	5.5	2.7
37	Dairy Buyer	3.7	4.9	4.1	*
38	Nonfood Buyer	3.0	7.0	4.9	5.1
39	Deli Buyer	8.1	8.6	8.3	8.0
40	Bakery Buyer	7.7	3.5	5.9	5.7
STORE OPERATIONS EXECUTIVE					
41	Top Store Operations Executive	5.0	5.9	5.1	6.2
42	Top Store Maintenance Executive	7.4	7.4	7.4	7.7
43	Division General Manager	6.6	6.1	6.5	6.8
44	Scanning Coordinator	3.7	7.5	4.4	6.1
45	District Manager	5.1	7.2	5.3	5.5
46	Store Manager	5.4	5.0	5.3	6.1
47	Assistant/Co-Store Manager	3.7	5.7	4.2	3.0
48	Meat Department Manager	1.8	3.7	2.2	1.0
WAREHOUSE POSITIONS					
49	Warehouse Manager (With Transportation)	4.6	9.6	5.5	5.9
50	Warehouse Manager (Without Transportation)	3.1	5.7	3.2	3.6
DRUG/PHARMACY POSITIONS					
51	Top Drug Executive	7.8	4.2	5.8	9.1
52	Top Drug Merchandising Executive	9.9	*	11.9	12.0
53	Pharmacy Manager	4.1	6.1	5.5	4.1
54	Pharmacist	5.7	7.1	6.9	5.7
AVERAGE:		5.6%	6.2%	5.7%	6.8%

* Insufficient data for analysis.



Food Marketing Institute

PART IV: PAY LEVEL DATA -- ANALYTICAL APPROACH

Two types of displays are used in this report to present pay level data -- tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1988**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants; data within each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$499.9 TO \$250.0								
	NO IN POSITION: 15							
\$359.6	WEIGHTED GROUP AVG:	\$ 39.3	\$ 11.4	\$ 50.7	\$37.1			

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.)

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

No. in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1988, bonus paid in 1988 (for 1987 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by number of incumbents.

Nonbonus Companies Salary: The annual salary rate in effect as of March 31, 1988.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point" and Maximum: The established salary range if the position is covered by a formal salary structure.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

Region #1 - Northeast

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$300.0 AND ABOVE												
NO IN POS: 158												
WT'D \$407.0 AVG:	\$ 39.7	\$ 6.4	\$ 46.1	\$ 33.2								

DYS: Average number of days worked per week (excluding Sunday).

NTS: Average number of nights worked per week.

HRS: Average total hours worked per week (excluding Sunday).

SUN: Average number of Sundays worked per year.

SUN.PAY and HOL.PAY Sunday and Holiday pay policy code A-G or per day dollar amount.

CODES

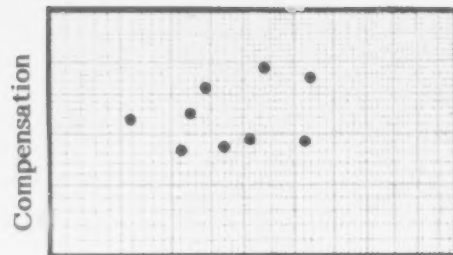
- A. No additional compensation - compensatory time off.
- B. No additional compensation - open Sundays.
- C. Not applicable - closed Sundays/Holidays.
- D. Straight time pay.
- E. Time and one-half (1.5 X) pay.
- F. Double time (2 X) pay.
- G. Triple time (3 X) pay.

TREND LINES

Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data, and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

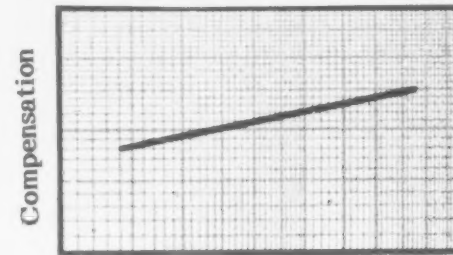
The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique called regression analysis to develop the "line of best fit" through all of the points. The following illustration shows this process.

If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:



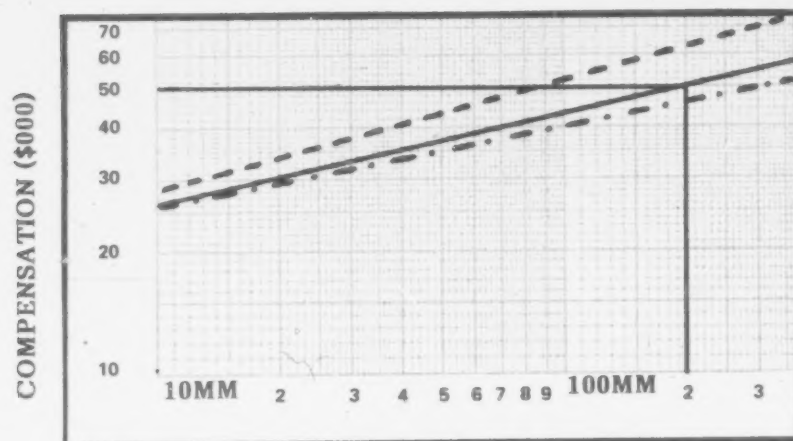
Company Sales

The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



Company Sales

All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



COMPANY SALES

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- . - . -	

The **Bonus Co's Salary** line shows base salary for bonus-eligible positions. The **Bonus Co's Total Compensation** line shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Co's Salary** line shows salary for positions which are not bonus eligible.

The horizontal axis labels are:

- M indicates Thousands
- MM indicates Millions
- B indicates Billions

The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of \$200MM relates to an average base salary of \$50,000 for bonus-paying companies. The trend line exhibits also provide two statistical measures - - the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation. The following charts are guides in reading the trend lines.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

If COEFFICIENT OF DETERMINATION is:

The Percent of Variation in Compensation Which is Explained by Scope is:

If STANDARD ERROR is:

Most of the Data Falls within + This Percent About the Line

.90 - 1.00
.80 - .89
.70 - .79
.60 - .69
.50 - .59
.40 - .49
.30 - .39
.20 - .29
.10 - .19

90 - 100%
80 - 89
70 - 79
60 - 69
50 - 59
40 - 49
30 - 39
20 - 29
10 - 19

1.00 - 1.10
1.11 - 1.20
1.21 - 1.30
1.31 - 1.40
1.41 - 1.50
1.51 - 1.60
1.61 - 1.70
1.71 - 1.80
1.81 - 1.90

0 - 10%
11 - 20
21 - 30
31 - 40
41 - 50
51 - 60
61 - 70
71 - 80
81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	EXCELLENT: Use with confidence.	VERY GOOD: Use with confidence.	GOOD: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.
.36 - .64	VERY GOOD: Use with confidence.	GOOD: Use with confidence	ACCEPTABLE: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line
.16 - .36	GOOD: Use with confidence Points are clustered about the line but scope is not a predictor of compensation level.	GOOD: Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	NOT GOOD: Scope only partially predicts compensation levels and there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For Merchandisers and Buyers, Division, District, and Store Management positions, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1 - NORTHEAST:

Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

REGION 2 - NORTHEAST CENTRAL:

Illinois, Indiana, Michigan, Ohio, Wisconsin

REGION 3 - WEST CENTRAL:

Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

REGION 4 - SOUTHEAST:

Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia

REGION 5 - PACIFIC:

Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	BOARD OF DIR.	\$790.0	\$ 0.0	\$790.0				
	BOARD OF DIR.	550.0	184.2	734.2				
	BOARD OF DIR.	550.0	250.0	800.0				
	BOARD OF DIR.	525.0	196.9	721.9		\$289.7	\$362.2	\$434.6
	BOARD OF DIR.	520.0	393.6	913.6		588.8	808.4	1028.0
	BOARD OF DIR.	506.0	632.2	1138.2				
	BOARD OF DIR.	505.1	187.9	693.0		279.5	372.6	465.8
		450.0	200.0	650.0				
	BOARD OF DIR.	425.0	187.0	612.0		360.7	469.0	577.1
	BOARD OF DIR.	425.0	291.5	716.5				
	BOARD OF DIR.	350.0	162.0	512.0		269.0	336.0	403.0
		-----	-----	-----				
	NO IN POSITION:	11						
\$ 5436.1	WEIGHTED GROUP AVG:	\$508.7	\$244.2	\$752.9				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

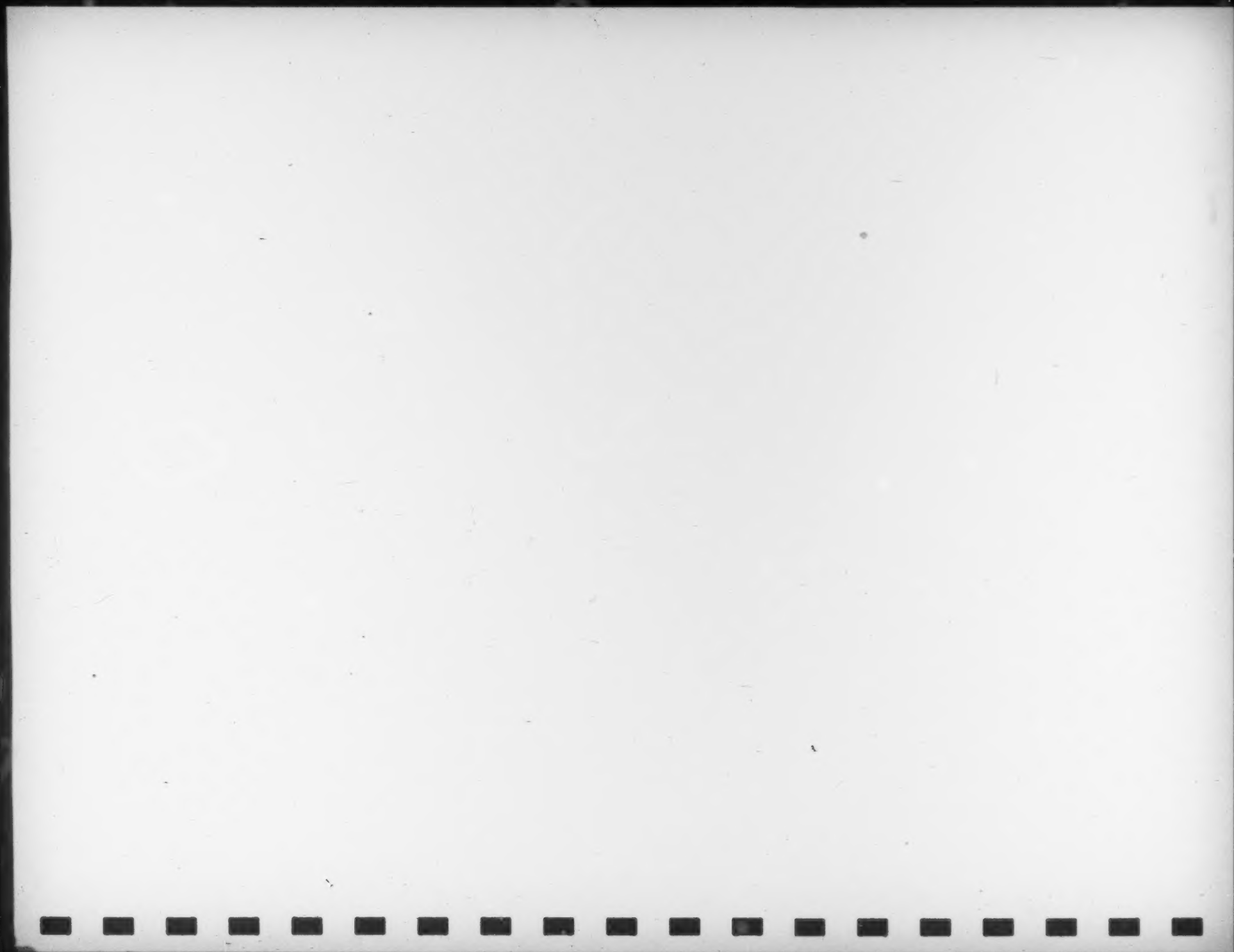
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9	BOARD OF DIR.	\$350.0	\$105.0	\$455.0		\$259.7	\$333.7	\$407.7
TO	BOARD OF DIR.	320.0	50.0	370.0				
\$1000.0	BOARD OF DIR.	304.4	37.5	341.9		250.7	313.5	376.2
	BOARD OF DIR.	275.0	378.9	653.9		215.9	269.9	323.9
	BOARD OF DIR.	275.0	0.0	275.0				
	BOARD OF DIR.	250.0	65.0	315.0				
	BOARD OF DIR.	235.0	0.0	235.0		179.0	224.0	269.0
	BOARD OF DIR.	235.0	65.0	300.0				
	BOARD OF DIR.	229.0	106.0	335.0		173.7	217.1	260.6
		-----	-----	-----				
	NO IN POSITION:	9						
\$ 1392.1	WEIGHTED GROUP AVG:	\$274.8	\$ 89.7	\$364.5				
		-----	-----	-----				
\$999.9	BOARD OF DIR.	\$253.3	\$147.0	\$400.3		\$179.5	\$233.4	\$287.2
TO	BOARD OF DIR.	243.0	50.0	293.0				
\$500.0	BOARD OF DIR.	218.8	24.9	243.7		161.0	201.2	241.4
	BOARD OF DIR.	180.0	128.7	308.7		150.0	183.9	217.6
	BOARD OF DIR.	130.0	40.0	170.0		100.0	125.0	145.0
	BOARD OF DIR.	125.0	0.0	125.0				
	BOARD OF DIR.	125.0	639.3	764.3				
	BOARD OF DIR.	67.6	332.4	400.0				
		-----	-----	-----				
	NO IN POSITION:	8						
\$ 703.7	WEIGHTED GROUP AVG:	\$167.8	\$170.3	\$338.1				
		-----	-----	-----				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9	BOARD OF DIR.				\$450.0			
TO	BOARD OF DIR.	\$350.0	\$ 0.0	\$350.0				
\$250.0	BOARD OF DIR.				270.0			
	BOARD OF DIR.	251.2	14.6	265.8				
	BOARD OF DIR.	180.5	45.0	225.5				
	BOARD OF DIR.	166.4	69.6	236.0				
	BOARD OF DIR.	143.3	21.7	165.0				
	BOARD OF DIR.				135.0			
	BOARD OF DIR.	128.4	46.6	175.0		\$100.0	\$115.0	\$130.0
	BOARD OF DIR.				78.0			
		-----	-----	-----	-----			
	NO IN POSITION: 10							
\$ 386.0	WEIGHTED GROUP AVG:	\$203.3	\$ 32.9	\$236.2	\$233.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

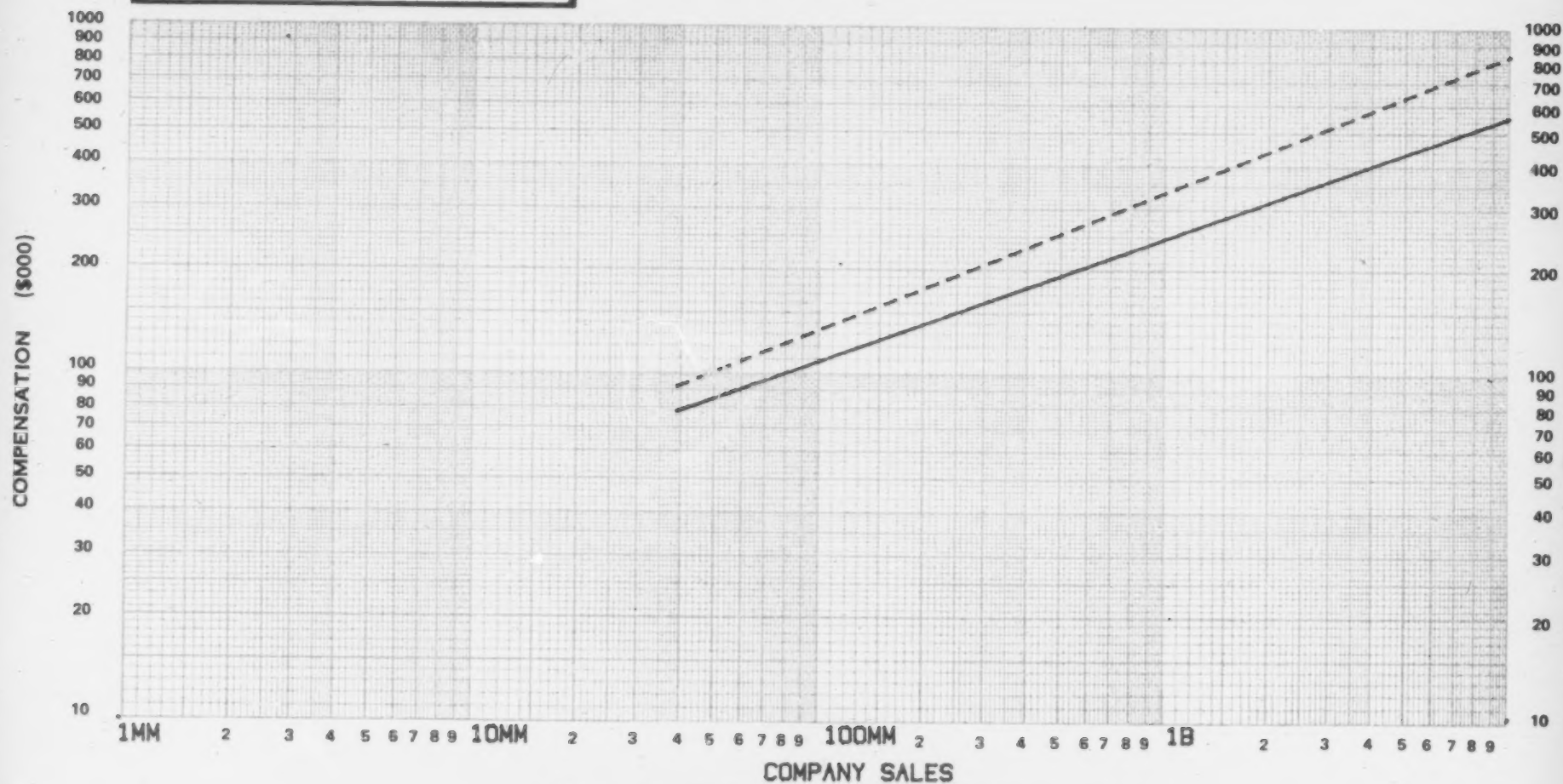
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	BOARD OF DIR.	\$266.8	\$100.0	\$366.8				
		255.0	100.0	355.0				
	BOARD OF DIR.	240.0	0.0	240.0				
	BOARD OF DIR.				\$208.0			
	BOARD OF DIR.	171.6	70.0	241.6				
		150.0	0.0	150.0				
	BOARD OF DIR.	145.0	75.8	220.8				
	BOARD OF DIR.				113.6			
		110.0	0.0	110.0				
		104.0	25.0	129.0				
		102.0	5.0	107.0				
		100.0	40.0	140.0				
	BOARD OF DIR.	97.1	22.5	119.6				
	BOARD OF DIR.	88.0	0.0	88.0				
	BOARD OF DIR.				82.5			
	BOARD OF DIR.				80.0			
	BOARD OF DIR.	74.6	43.5	118.1				
		50.0	0.0	50.0				
NO IN POSITION: 18								
\$ 105.7	WEIGHTED GROUP AVG:	\$139.6	\$ 34.4	\$174.0	\$121.0			
NO IN POSITION: 56								
\$ 1494.9	POSITION AVERAGE:	\$262.2	\$115.3	\$377.5	\$177.1			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.79	1.33
Bonus Co's Total Comp	-----	0.75	1.44
Nonbonus Co's Salary			

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	CEO/PRESIDENT	\$500.0	\$151.2	\$651.2				
	CEO/PRESIDENT	380.0	109.6	489.6				
	CEO/PRESIDENT	365.0	160.0	525.0				
	CEO/PRESIDENT	320.0	176.9	496.9				
	CEO/PRESIDENT	300.0	188.2	488.2		\$335.6	\$455.3	\$574.8
	CEO/PRESIDENT	275.7	0.0	275.7		167.0	200.0	240.0
	CEO/PRESIDENT	270.0	100.0	370.0		230.7	300.0	369.1
	CEO/PRESIDENT				\$260.0			
NO IN POSITION: 8								
\$ 5340.6	WEIGHTED GROUP AVG:	\$344.4	\$126.5	\$470.9	\$260.0			
\$2499.9 TO \$750.0	CEO/PRESIDENT	\$235.0	\$ 40.0	\$275.0		\$206.9	\$268.9	\$331.0
	CEO/PRESIDENT	230.0	12.8	242.8				
	CEO/PRESIDENT	225.0	283.6	508.6		164.1	205.1	246.1
	CEO/PRESIDENT	180.0	20.2	200.2		135.4	169.2	203.0
	CEO/PRESIDENT	135.0	38.0	173.0		120.0	130.0	150.0
	CEO/PRESIDENT	125.0	30.0	155.0				
	CEO/PRESIDENT	110.0	66.1	176.1		103.5	126.8	150.0
	CEO/PRESIDENT							
NO IN POSITION: 7								
\$ 1238.1	WEIGHTED GROUP AVG:	\$177.1	\$ 70.1	\$247.2				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

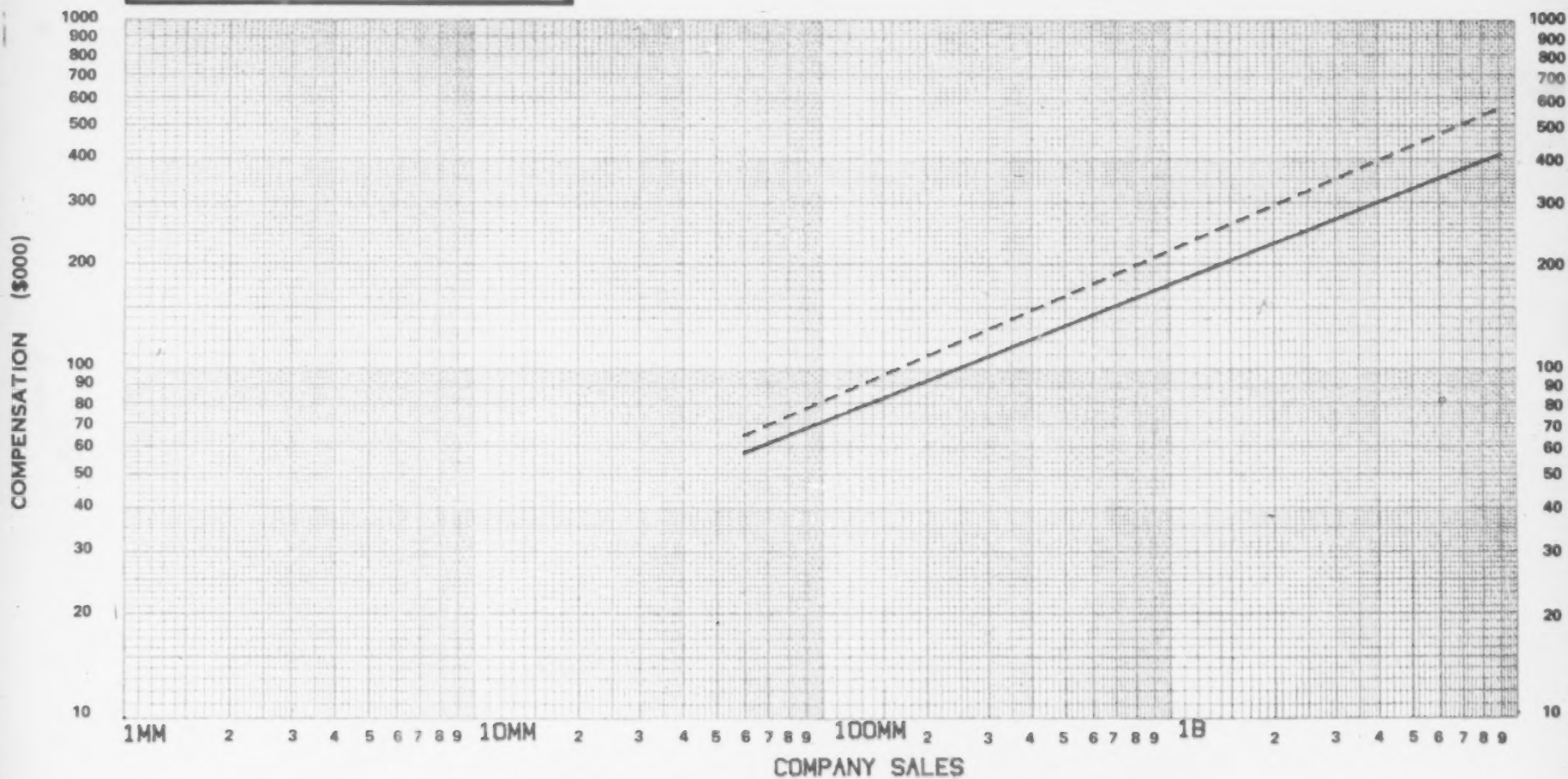
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$749.9 TO \$250.0	BOARD OF DIR.				\$216.6			
	CEO/PRESIDENT	\$200.0	\$ 70.0	\$270.0		\$133.4	\$166.6	\$200.3
	CEO/PRESIDENT	169.0	22.0	191.0				
	BOARD OF DIR.	135.0	20.0	155.0				
	CEO/PRESIDENT	108.0	16.0	124.0				
	CEO/PRESIDENT	104.7	42.3	147.0		75.0	90.0	105.0
	BOARD OF DIR.	102.2	11.7	113.9				
	CEO/PRESIDENT				85.0			
	NO IN POSITION: 9							
\$ 421.0	WEIGHTED GROUP AVG:	\$136.5	\$ 30.3	\$166.8	\$172.7			
\$249.9 AND BELOW	CEO/PRESIDENT	\$266.8	\$100.0	\$366.8				
	CEO/PRESIDENT	200.0	60.0	260.0				
	BOARD OF DIR.				\$156.0			
		150.0	0.0	150.0				
	CEO/PRESIDENT	97.2	3.9	101.1				
		80.6	33.0	113.6				
	CEO/PRESIDENT				71.9			
	BOARD OF DIR.	65.0	13.0	78.0				
		35.0	0.0	35.0				
	NO IN POSITION: 10							
\$ 115.1	WEIGHTED GROUP AVG:	\$116.2	\$ 26.2	\$142.4	\$113.9			
\$ 1656.8	NO IN POSITION: 34							
	POSITION AVERAGE:	\$192.8	\$ 63.2	\$256.0	\$167.7			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.81	1.33
Bonus Co's Total Comp	-----	0.81	1.37
Nonbonus Co's Salary			

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	C.O.O.				\$315.0			
	CEO/PRESIDENT	\$250.0	\$ 20.0	\$270.0		\$138.5	\$184.6	\$230.8
	CEO/PRESIDENT	233.2	213.9	447.1				
	C.O.O.	225.0	56.0	281.0				
	CEO/PRESIDENT	220.0	110.4	330.4				
	CEO/PRESIDENT	205.0	70.0	275.0		184.6	240.0	295.3
	CEO/PRESIDENT	203.0	62.8	265.8		146.5	183.1	219.7
	CEO/PRESIDENT	200.0	83.6	283.6		150.0	188.0	226.0
	CEO/PRESIDENT	187.8	0.0	187.8		142.0	171.0	205.0
	CEO/PRESIDENT	140.0	110.0	250.0				
	C.O.O.	120.0	48.6	168.6		150.7	200.2	249.8
NO IN POSITION: 12								
\$ 5391.4	WEIGHTED GROUP AVG:	\$191.3	\$ 74.9	\$266.2	\$315.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9	CEO/PRESIDENT	\$210.0	\$ 15.0	\$225.0		\$127.4	\$159.3	\$191.1
TO	CEO/PRESIDENT	195.0	12.1	207.1				
\$1000.0	CEO/PRESIDENT	176.1	0.0	176.1		107.0	134.0	161.0
	CEO/PRESIDENT	160.0	48.0	208.0		105.7	133.2	160.7
	CEO/PRESIDENT	145.0	30.0	175.0				
	CEO/PRESIDENT	145.0	35.0	180.0				
	CEO/PRESIDENT	132.5	45.5	178.0		102.8	128.5	154.2
	CEO/PRESIDENT	125.0	0.0	125.0				
	SENIOR V.P.	63.5	0.0	63.5		54.4	68.5	78.8
NO IN POSITION: 9								
\$ 1489.9	WEIGHTED GROUP AVG:	\$150.2	\$ 20.7	\$170.9				
\$999.9	CEO/PRESIDENT	\$123.0	\$ 85.7	\$208.7		\$110.0	\$139.0	\$167.9
TO	CEO/PRESIDENT	114.2	12.9	127.1		83.2	104.0	124.8
\$500.0	CEO/PRESIDENT	104.6	26.0	130.6				
	CEO/PRESIDENT	100.5	16.5	117.0				
	BOARD OF DIR.	100.0	0.0	100.0				
	CEO/PRESIDENT	93.0	51.4	144.4		82.8	101.4	120.1
	CEO/PRESIDENT	85.0	0.0	85.0				
	CEO/PRESIDENT	79.0	22.0	101.0		70.0	80.0	95.0
	C.O.O.	77.7	15.2	92.9				
	CEO/PRESIDENT	65.0	89.9	154.9				
	CEO/PRESIDENT	41.6	110.9	152.5				
NO IN POSITION: 11								
\$ 753.9	WEIGHTED GROUP AVG:	\$ 89.4	\$ 39.2	\$128.6				

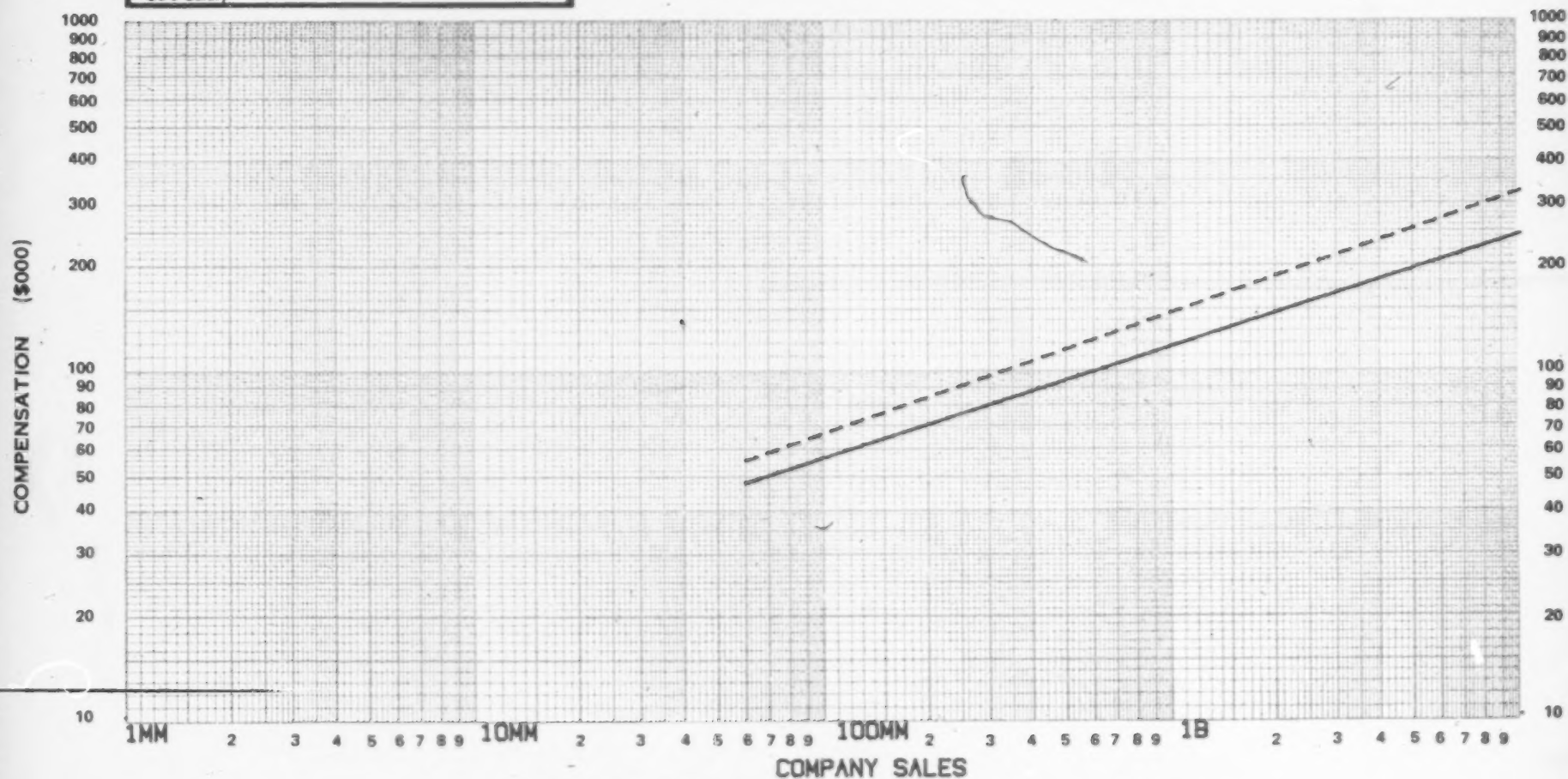
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 TO \$250.0	CEO/PRESIDENT	\$175.0	\$ 0.0	\$175.0				
	CEO/PRESIDENT				\$130.0			
	CEO/PRESIDENT	100.0	32.5	132.5		\$ 87.0	\$108.8	\$130.5
	CEO/PRESIDENT				99.2			
	CEO/PRESIDENT	90.5	0.0	90.5				
	CEO/PRESIDENT	82.7	11.3	94.0		60.0	70.0	80.0
	CEO/PRESIDENT				80.0			
	BOARD OF DIR.	66.9	6.9	73.8				
	CEO/PRESIDENT				66.3			
	BOARD OF DIR.	36.4	43.7	80.1				
	NO IN POSITION: 10							
\$ 385.2	WEIGHTED GROUP AVG: \$ 91.9 \$ 15.8 \$107.7				\$ 93.9			
\$249.9 AND BELOW	CEO/PRESIDENT	\$115.0	\$ 34.5	\$149.5				
	BOARD OF DIR.				\$ 80.0			
	CEO/PRESIDENT	74.3	27.5	101.8				
	BOARD OF DIR.				67.6			
	CEO/PRESIDENT	65.0	7.0	72.0				
	CEO/PRESIDENT				65.0			
	CEO/PRESIDENT	65.0	10.0	75.0				
	CEO/PRESIDENT	59.8	5.0	64.8				
	C.O.O.	55.0	5.0	60.0				
	BOARD OF DIR.	54.5	7.5	62.0				
	CEO/PRESIDENT				48.8			
	BOARD OF DIR.	32.0	0.0	32.0				
	NO IN POSITION: 12							
\$ 124.7	WEIGHTED GROUP AVG: \$ 65.1 \$ 12.0 \$ 77.1				\$ 65.4			
\$ 1699.0	NO IN POSITION: 54 POSITION AVERAGE: \$122.5 \$ 36.2 \$158.7				\$105.8			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.71	1.33
Bonus Co's Total Comp - - - - -	0.76	1.31
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY
EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1000.0 AND ABOVE	C.O.O.	\$390.0	\$119.1	\$509.1				
	C.O.O.	208.3	141.7	350.0		\$245.4	\$330.1	\$414.8
	CEO/PRESIDENT	195.0	62.3	257.3		156.4	195.5	234.6
	CEO/PRESIDENT	160.0	0.0	160.0				
	CEO/PRESIDENT	118.9	36.9	155.8		105.4	131.7	158.0
	CEO/PRESIDENT	110.0	27.5	137.5				
	SENIOR V.P.	69.2	2.5	71.7				
NO IN POSITION: 12								
\$ 3140.7	WEIGHTED GROUP AVG:	\$160.4	\$ 59.7	\$220.1				

\$999.9 TO \$250.0	CEO/PRESIDENT				\$137.0			
	C.O.O.	\$110.0	\$ 0.0	\$110.0		\$ 93.6	\$123.1	\$152.6
	BOARD OF DIR.				99.3			
	BOARD OF DIR.	89.0	25.0	114.0		79.0	90.0	105.0
	CEO/PRESIDENT	84.5	28.0	112.5		67.7	79.7	91.7
	CEO/PRESIDENT	67.5	0.0	67.5		50.5	67.4	84.3
	CEO/PRESIDENT	57.6	86.9	144.5				
	BOARD OF DIR.	39.0	130.0	169.0				
NO IN POSITION: 9								
\$ 579.9	WEIGHTED GROUP AVG:	\$ 72.2	\$ 50.9	\$123.1	\$118.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	C.O.O.	\$ 92.0	\$ 3.1	\$ 95.1				
	CEO/PRESIDENT	85.0	5.0	90.0				
	CEO/PRESIDENT	79.3	27.4	106.7				
	CEO/PRESIDENT				\$ 65.0			
	C.O.O.	62.4	10.6	73.0				
		50.0	0.0	50.0				
	CEO/PRESIDENT	44.2	7.0	51.2				
	CEO/PRESIDENT	36.4	5.3	41.7				
	NO IN POSITION:	10						
\$ 107.0	WEIGHTED GROUP AVG:	\$ 64.3	\$ 9.5	\$ 73.8	\$ 65.0			
	NO IN POSITION:	31						
\$ 1418.6	POSITION AVERAGE:	\$107.5	\$ 41.3	\$148.8	\$100.4			

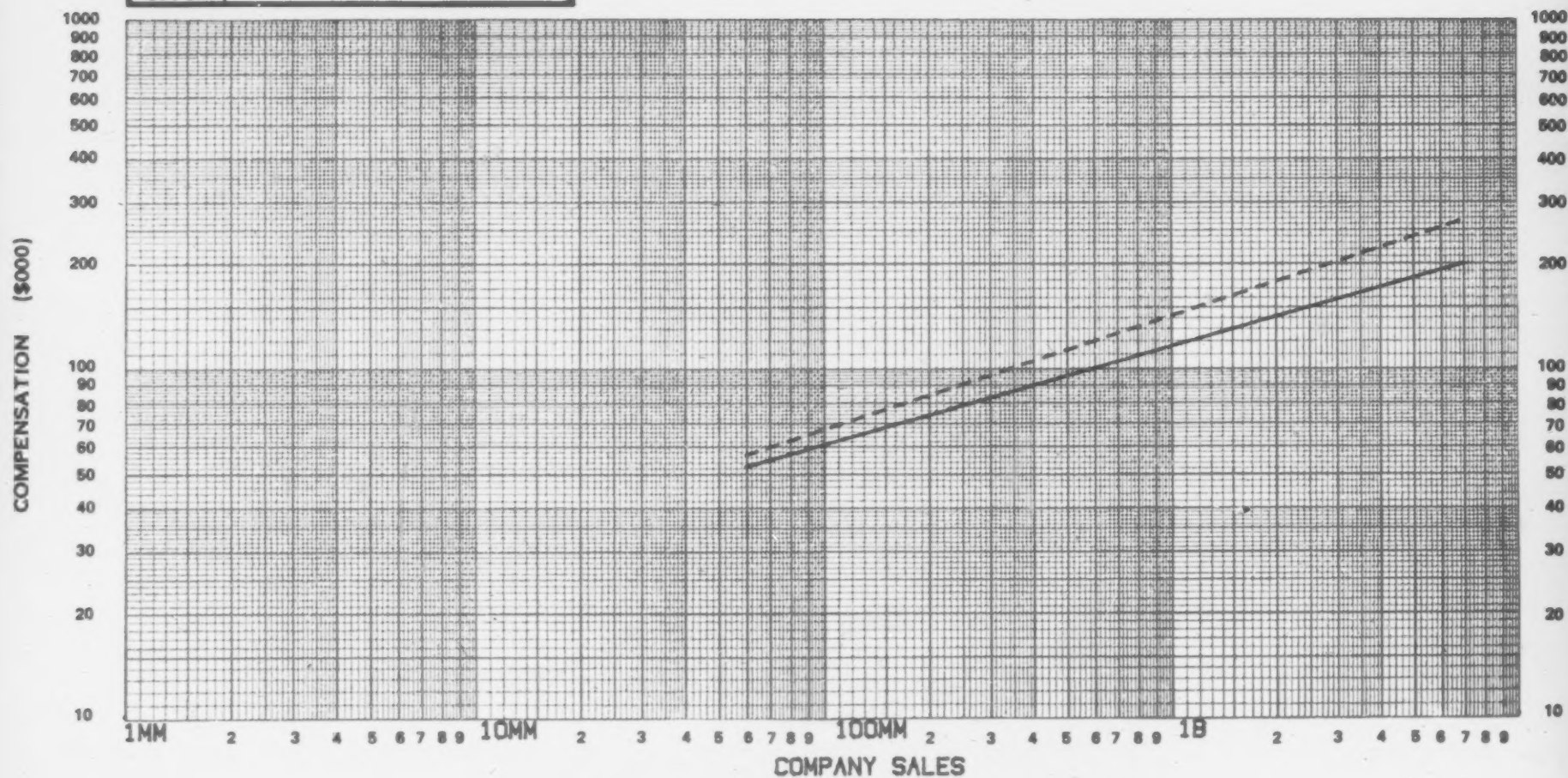
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LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.84	1.32
Bonus Co's Total Comp - - - - -	0.84	1.38
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #4 - TOP OPERATING COMPANY
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	CEO/PRESIDENT	\$225.0	\$ 57.7	\$282.7				
	C.O.O.	166.4	86.8	253.2		\$164.7	\$220.7	\$276.6
	CEO/PRESIDENT	140.0	53.0	193.0				
	CEO/PRESIDENT	130.0	31.8	161.8		103.7	129.6	155.5
	CEO/PRESIDENT	125.0	25.0	150.0		118.4	154.0	189.5
		125.0	25.0	150.0				
	CEO/PRESIDENT	110.0	200.0	310.0				
	CEO/PRESIDENT	104.5	35.9	140.4		80.2	100.2	120.2
	CEO/PRESIDENT	97.5	27.6	125.1		95.0	119.0	143.0
	SENIOR V.P.				\$ 97.3	59.1	70.8	85.0
	NO IN POSITION:	10						
\$ 5118.9	WEIGHTED GROUP AVG:	\$135.9	\$ 60.3	\$196.2	\$ 97.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

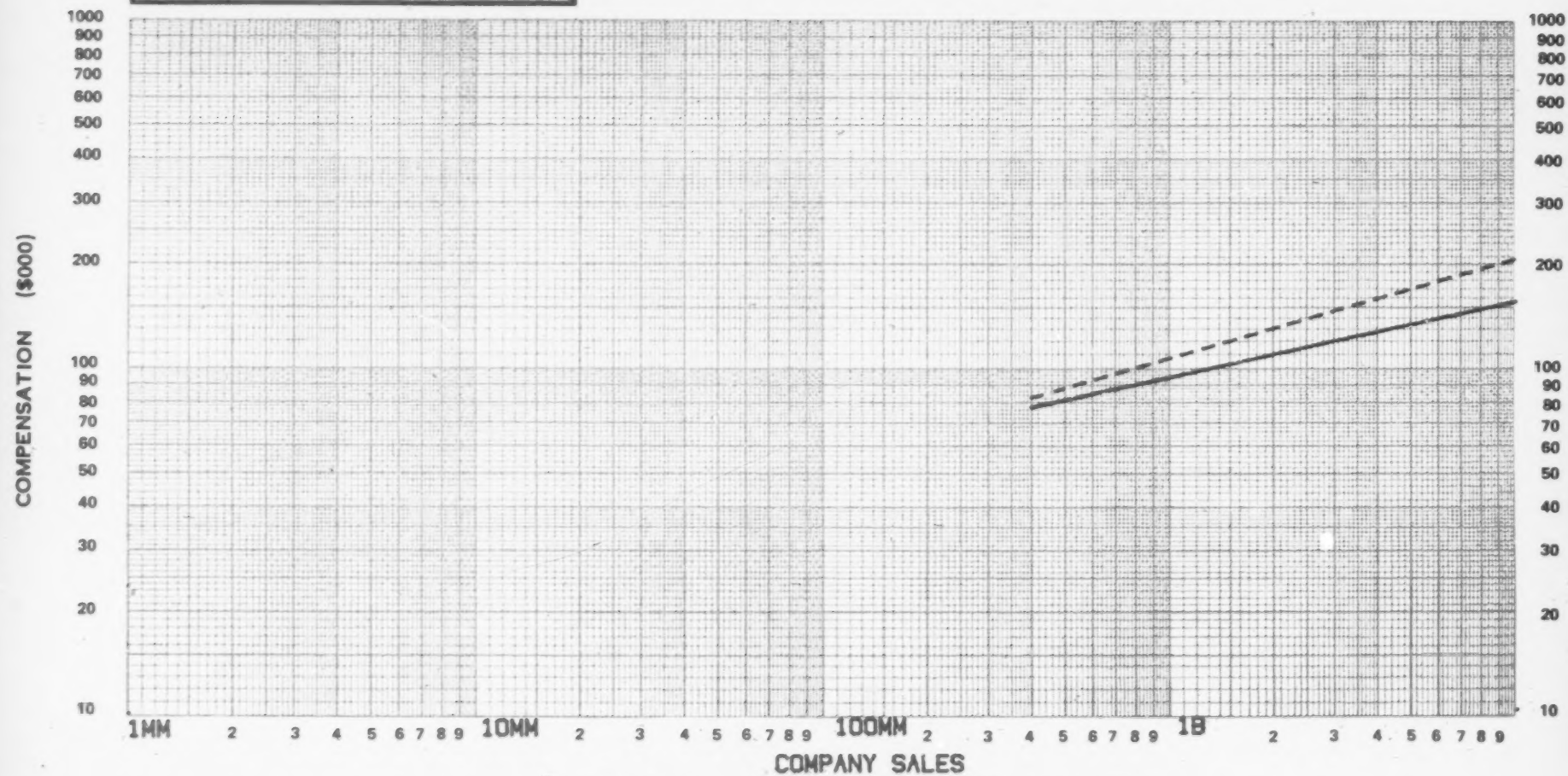
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$1000.0	CEO/PRESIDENT	\$140.0	\$ 25.0	\$165.0		\$102.7	\$128.3	\$154.0
	CEO/PRESIDENT	120.0	0.0	120.0				
	CEO/PRESIDENT	100.0	33.0	133.0		76.2	95.3	114.3
	C.O.O.	95.0	0.0	95.0		78.1	104.0	130.0
	CEO/PRESIDENT				\$ 95.0	82.2	102.7	123.3
	CEO/PRESIDENT	82.1	0.0	82.1		55.3	69.1	82.9
	CEO/PRESIDENT	80.0	10.3	90.3				
	SENIOR V.P.				70.0	56.8	70.7	84.6
	CEO/PRESIDENT	65.0	14.0	79.0				
	SENIOR V.P.	53.0	0.0	53.0		34.0	53.4	61.5
NO IN POSITION: 10								
\$ 1540.5	WEIGHTED GROUP AVG:	\$ 91.9	\$ 10.3	\$102.2	\$ 82.5			
\$999.9 AND BELOW	CEO/PRESIDENT				\$200.1			
	CEO/PRESIDENT	\$139.1	\$ 85.7	\$224.8		\$110.0	\$139.0	\$167.9
	CEO/PRESIDENT	135.0	35.0	170.0		87.0	108.8	130.5
	C.O.O.	125.0	0.0	125.0		49.6	62.7	75.9
	CEO/PRESIDENT	104.0	17.3	121.3				
	CEO/PRESIDENT	78.5	33.1	111.6		69.0	84.5	100.0
	SENIOR V.P.	58.3	3.7	62.0		45.0	57.0	60.0
NO IN POSITION: 7								
\$ 699.2	WEIGHTED GROUP AVG:	\$106.7	\$ 29.1	\$135.8	\$200.1			
NO IN POSITION: 27								
\$ 2647.7	POSITION AVERAGE:	\$113.0	\$ 34.8	\$147.8	\$115.6			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.34	1.31
Bonus Co's Total Comp - - - - -	0.43	1.35
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	SENIOR V.P.				\$175.0			
	SENIOR V.P.	\$112.2	\$ 24.8	\$137.0		\$ 92.1	\$115.1	\$138.1
	SENIOR V.P.	110.0	32.5	142.5				
	EXEC. V.P.	110.0	16.0	126.0		78.3	104.4	130.5
	EXEC. V.P.	106.0	0.0	106.0		71.0	85.0	102.0
	C.O.O.	105.0	52.5	157.5				
	CEO/PRESIDENT	100.7	53.9	154.6		102.8	134.0	165.2
	CEO/PRESIDENT	100.0	31.6	131.6		98.0	123.0	148.0
		92.0	9.2	101.2				
	EXEC. V.P.	90.1	34.1	124.2		80.2	100.2	120.2
	SENIOR V.P.	74.4	36.2	110.6		50.6	63.3	75.9
NO IN POSITION: 12								
\$ 5493.9	WEIGHTED GROUP AVG:	\$100.1	\$ 31.3	\$131.4	\$175.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9	SENIOR V.P.	\$104.5	\$ 0.0	\$104.5		\$ 74.0	\$ 93.0	\$112.0
TO	EXEC. V.P.	91.0	17.2	108.2		80.8	101.0	121.2
\$1000.0	SENIOR V.P.	85.0	0.0	85.0		58.6	90.1	112.6
	VICE PRESIDENT	84.7	15.0	99.7		84.7	105.8	126.9
	EXEC. V.P.	80.0	5.8	85.8				
	SENIOR V.P.				\$ 80.0			
	CEO/PRESIDENT				74.0	64.1	80.1	96.2
	SENIOR V.P.	71.6	17.7	89.3		51.5	68.3	85.0
	SENIOR V.P.	68.5	9.0	77.5				
	SENIOR V.P.	65.0	14.4	79.4		56.8	70.7	84.6
	GROUP EXEC.	62.0	6.0	68.0		34.0	53.4	61.5
	VICE PRESIDENT	59.5	11.2	70.7		46.6	62.2	77.7
	SENIOR V.P.	58.3	13.7	72.0				
NO IN POSITION: 13								
\$ 1559.1	WEIGHTED GROUP AVG:	\$ 75.5	\$ 10.0	\$ 85.5	\$ 77.0			
\$999.9	CEO/PRESIDENT				\$ 97.1	\$ 69.0	\$ 86.3	\$103.6
TO	C.O.O.	\$ 91.3	\$ 0.0	\$ 91.3		53.9	68.4	83.0
\$500.0	SENIOR V.P.	66.8	17.5	84.3		50.9	63.7	76.4
	SENIOR V.P.	60.6	30.5	91.1		52.2	63.9	75.7
	C.O.O.	58.8	11.0	69.8		50.0	60.0	75.0
	SENIOR V.P.	58.2	3.5	61.7		58.2	72.8	87.4
	CEO/PRESIDENT	54.9	11.9	66.8				
	EXEC. V.P.	52.4	0.0	52.4		44.2	58.9	73.5
	EXEC. V.P.	48.2	6.0	54.2				
	VICE PRESIDENT	47.5	25.4	72.9				
	VICE PRESIDENT	35.0	90.0	125.0				
NO IN POSITION: 11								
\$ 745.8	WEIGHTED GROUP AVG:	\$ 57.4	\$ 19.6	\$ 77.0	\$ 97.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES (\$MIL) -	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9	EXEC. V.P.	\$ 60.0	\$ 0.0	\$ 60.0				
TO	EXEC. V.P.	58.0	16.0	74.0		\$ 45.2	\$ 56.5	\$ 67.7
\$250.0	SENIOR V.P.	57.5	27.5	85.0				
	SENIOR V.P.				\$ 56.5			
	C.O.O.	56.1	5.0	61.1				
	GROUP EXEC.				53.0			
	CEO/PRESIDENT	52.3	0.0	52.3		43.9	51.7	59.5
	SENIOR V.P.	50.0	8.0	58.0		42.0	49.0	57.0
	C.O.O.	46.4	2.3	48.7				
	VICE PRESIDENT				44.1	40.0	47.9	57.2
	VICE PRESIDENT	43.5	0.0	43.5				
NO IN POSITION: 11								
\$ 371.9	WEIGHTED GROUP AVG:	\$ 53.0	\$ 7.3	\$ 60.3	\$ 51.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

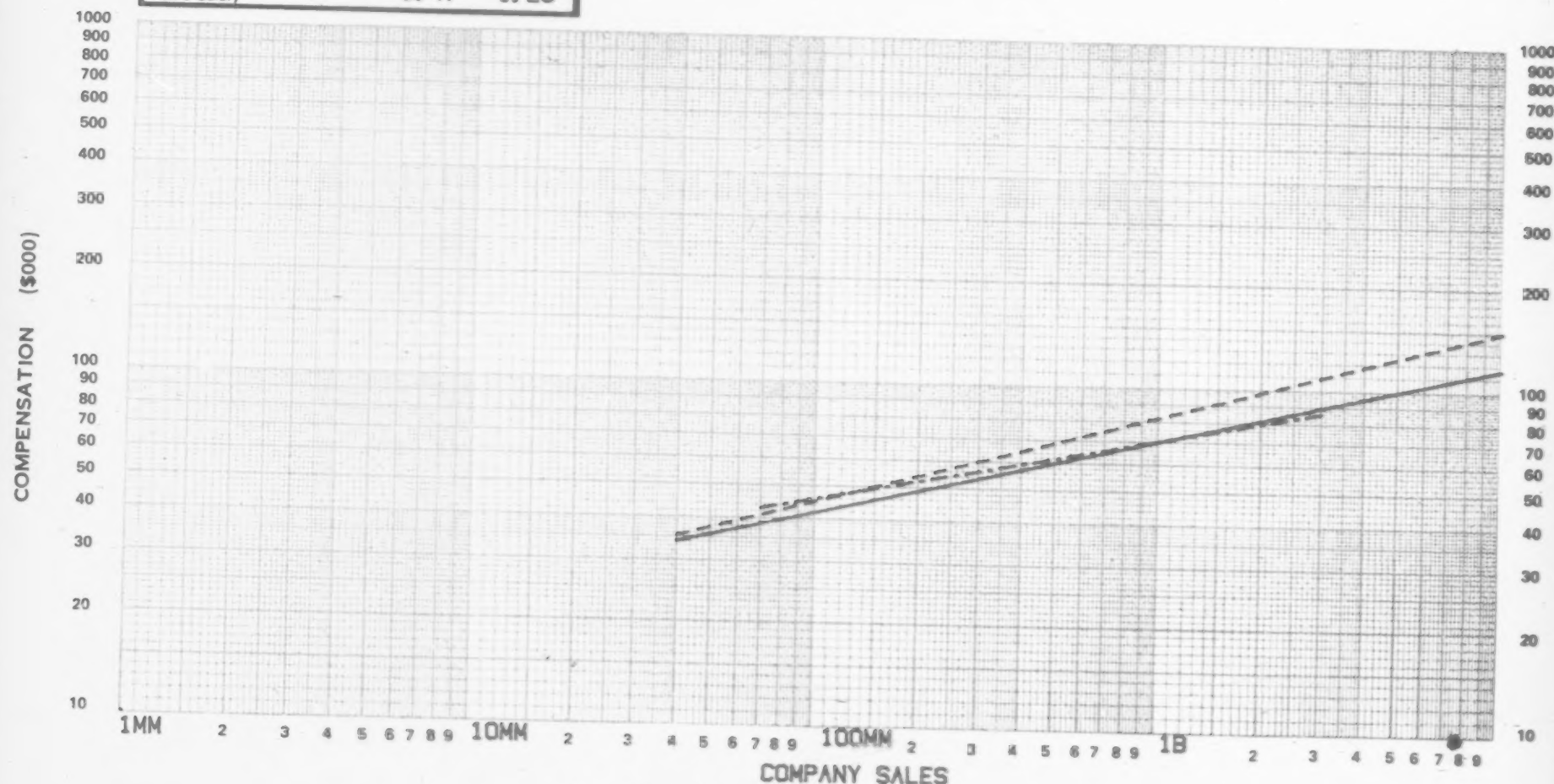
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	CEO/PRESIDENT	\$ 70.5	\$ 0.0	\$ 70.5				
	CEO/PRESIDENT	65.0	2.5	67.5		\$ 64.0	\$ 71.1	\$ 78.3
	VICE PRESIDENT	65.0	16.3	81.3				
	CEO/PRESIDENT				\$ 62.7			
	CEO/PRESIDENT				56.0			
	C.O.O.				48.9			
	CEO/PRESIDENT	47.5	6.5	54.0				
	VICE PRESIDENT	47.0	5.0	52.0				
		44.0	5.2	49.2				
	C.O.O.	43.0	1.5	44.5				
	CEO/PRESIDENT	42.3	2.3	44.6		32.5	39.0	45.5
	VICE PRESIDENT				42.1			
		42.0	0.0	42.0				
	BOARD OF DIR.				35.1			
	CEO/PRESIDENT	33.8	0.0	33.8				
	CEO/PRESIDENT	32.0	2.0	34.0				
		32.0	0.0	32.0				
	BOARD OF DIR.	30.0	5.0	35.0				
NO IN POSITION: 18								
\$ 122.0	WEIGHTED GROUP AVG:	\$ 45.7	\$ 3.6	\$ 49.3	\$ 49.0			
NO IN POSITION: 65								
\$ 1549.0	POSITION AVERAGE:	\$ 66.5	\$ 14.2	\$ 80.7	\$ 68.7			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.78	1.19
Bonus Co's Total Comp - - - - -	0.78	1.22
Nonbonus Co's Salary -	0.47	1.28

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #6 - CONTROLLER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	GROUP EXEC.	\$ 82.0	\$ 20.2	\$102.2		\$ 71.6	\$ 89.5	\$107.4
	EXEC. V.P.				\$ 81.5	59.1	70.8	85.0
	SENIOR V.P.	78.5	10.0	88.5		50.6	63.3	75.9
	SENIOR V.P.	70.2	7.0	77.2				
	SENIOR V.P.				67.0			
	VICE PRESIDENT	65.0	7.9	72.9				
	SENIOR V.P.	63.2	2.5	65.7		49.5	61.9	74.3
	CEO/PRESIDENT	57.5	28.8	86.3				
	VICE PRESIDENT	55.0	17.2	72.2		61.0	75.9	90.8
	EXEC. V.P.	49.0	5.0	54.0		49.4	61.7	74.0
	EXEC. V.P.	48.0	0.0	48.0		38.8	51.7	64.7
NO IN POSITION: 11								
\$ 5229.7	WEIGHTED GROUP AVG:	\$ 63.2	\$ 10.9	\$ 74.1	\$ 74.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

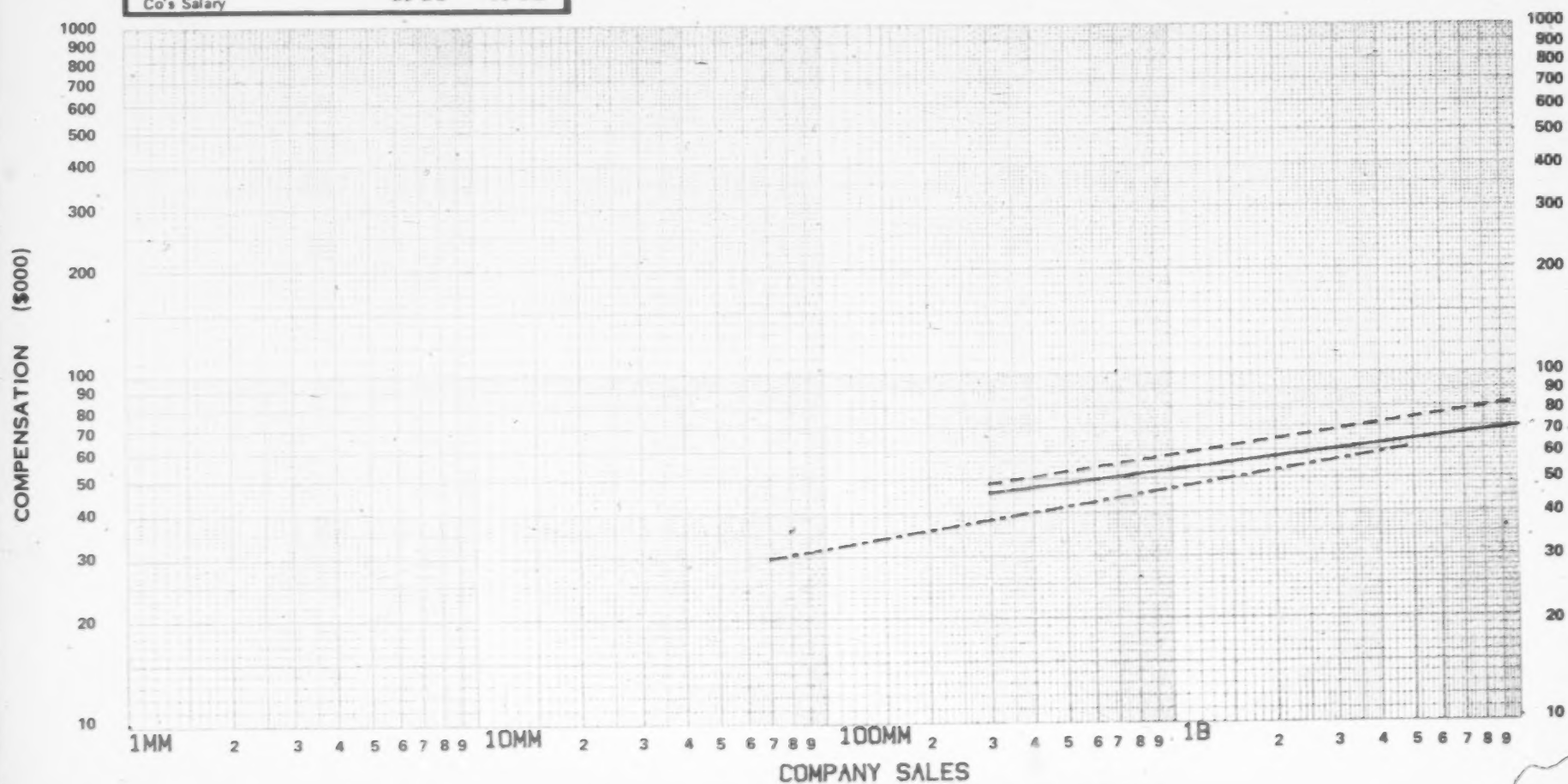
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$500.0	SENIOR V.P.	\$ 63.4	\$ 3.8	\$ 67.2		\$ 48.2	\$ 60.3	\$ 72.4
	VICE PRESIDENT	59.5	12.0	71.5		46.6	62.2	77.7
	VICE PRESIDENT	56.0	0.0	56.0		50.8	63.5	76.2
	GROUP EXEC.				\$ 48.5	39.6	48.5	57.4
	EXEC. V.P.				46.5			
	CEO/PRESIDENT	43.7	3.1	46.8				
	VICE PRESIDENT				41.8	37.0	45.3	53.7
	MANAGER	41.8	3.0	44.8		41.9	52.3	62.8
	SENIOR V.P.	40.2	0.0	40.2		36.4	48.5	60.6
	EXEC. V.P.	38.0	0.0	38.0		30.8	41.0	51.3
	CEO/PRESIDENT				37.2			
NO IN POSITION: 11								
\$ 1192.8	WEIGHTED GROUP AVG:	\$ 48.9	\$ 3.2	\$ 52.1	\$ 43.5			
\$499.9 AND BELOW	C.O.O.	\$ 55.0	\$ 3.5	\$ 58.5		\$ 45.0	\$ 57.5	\$ 60.0
	SENIOR V.P.	48.0	16.0	64.0				
	VICE PRESIDENT				\$ 47.5			
	EXEC. V.P.	47.0	0.0	47.0				
	C.O.O.	46.4	2.3	48.7				
	C.O.O.	41.7	1.7	43.4				
	GROUP EXEC.				34.8			
		30.0	0.0	30.0				
	VICE PRESIDENT				30.0			
	SENIOR V.P.				29.9			
NO IN POSITION: 10								
\$ 330.3	WEIGHTED GROUP AVG:	\$ 44.7	\$ 3.9	\$ 48.6	\$ 35.6			
NO IN POSITION: 32								
\$ 2310.9	POSITION AVERAGE:	\$ 53.6	\$ 6.5	\$ 60.1	\$ 46.5			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.41	1.19
Bonus Co's Total Comp - - - - -	0.38	1.25
Nonbonus Co's Salary -	0.36	1.32

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING
EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	GROUP EXEC.	\$139.0	\$ 27.5	\$166.5				
	EXEC. V.P.	116.0	41.2	157.2		\$ 95.0	\$119.0	\$143.0
	SENIOR V.P.	116.0	21.9	137.9		93.4	124.5	155.7
	SENIOR V.P.	115.0	23.9	138.9		92.1	115.1	138.1
	SENIOR V.P.	110.2	10.3	120.5				
	CEO/PRESIDENT	110.0	50.0	160.0				
	EXEC. V.P.	105.0	23.4	128.4		79.0	95.0	113.0
	EXEC. V.P.	104.5	37.0	141.5		82.7	103.4	124.1
	EXEC. V.P.	100.0	25.0	125.0		84.6	110.0	135.4
	C.O.O.				\$ 93.0			
	SENIOR V.P.	91.0	45.5	136.5				
	C.O.O.	79.3	19.9	99.2		84.0	108.7	133.5
NO IN POSITION: 14								
\$ 5241.2	WEIGHTED GROUP AVG:	\$103.4	\$ 28.1	\$131.5	\$ 93.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9	C.O.O.	\$120.0	\$ 0.0	\$120.0		\$ 78.1	\$104.0	\$130.0
TO	SENIOR V.P.				\$105.0			
\$1000.0	SENIOR V.P.	98.0	0.0	98.0		74.0	93.0	112.0
	SENIOR V.P.	95.0	10.0	105.0				
	VICE PRESIDENT	89.5	40.5	130.0		71.6	89.5	107.5
	SENIOR V.P.	89.0	26.7	115.7		68.2	85.2	102.3
	EXEC. V.P.	80.0	0.0	80.0		69.1	86.4	103.7
	SENIOR V.P.	80.0	0.0	80.0		54.4	68.5	78.8
	CEO/PRESIDENT				76.0	67.0	85.3	103.6
	VICE PRESIDENT	74.1	6.2	80.3		73.6	92.0	110.5
	EXEC. V.P.				68.9			
	DIV. V.P./MGR.	57.8	12.2	70.0				
NO IN POSITION: 12								
\$ 1498.5	WEIGHTED GROUP AVG:	\$ 87.0	\$ 10.7	\$ 97.7	\$ 83.3			
\$999.9	C.O.O.				\$101.8	\$ 69.0	\$ 86.3	\$103.6
TO	CEO/PRESIDENT	\$ 84.6	\$ 16.0	\$100.6				
\$500.0	C.O.O.	74.5	20.7	95.2		65.0	75.0	90.0
	SENIOR V.P.	73.0	17.5	90.5		50.9	63.7	76.4
	CEO/PRESIDENT	68.1	8.3	76.4				
		65.9	0.0	65.9		46.3	60.0	73.7
	SENIOR V.P.	65.2	12.6	77.8		52.2	63.9	75.7
	EXEC. V.P.	54.0	6.0	60.0				
	SENIOR V.P.	51.0	6.6	57.6		49.5	50.3	51.0
	VICE PRESIDENT	45.0	55.5	100.5				
	CEO/PRESIDENT	38.5	0.0	38.5		30.8	41.0	51.3
NO IN POSITION: 11								
\$ 764.3	WEIGHTED GROUP AVG:	\$ 62.0	\$ 14.3	\$ 76.3	\$101.8			

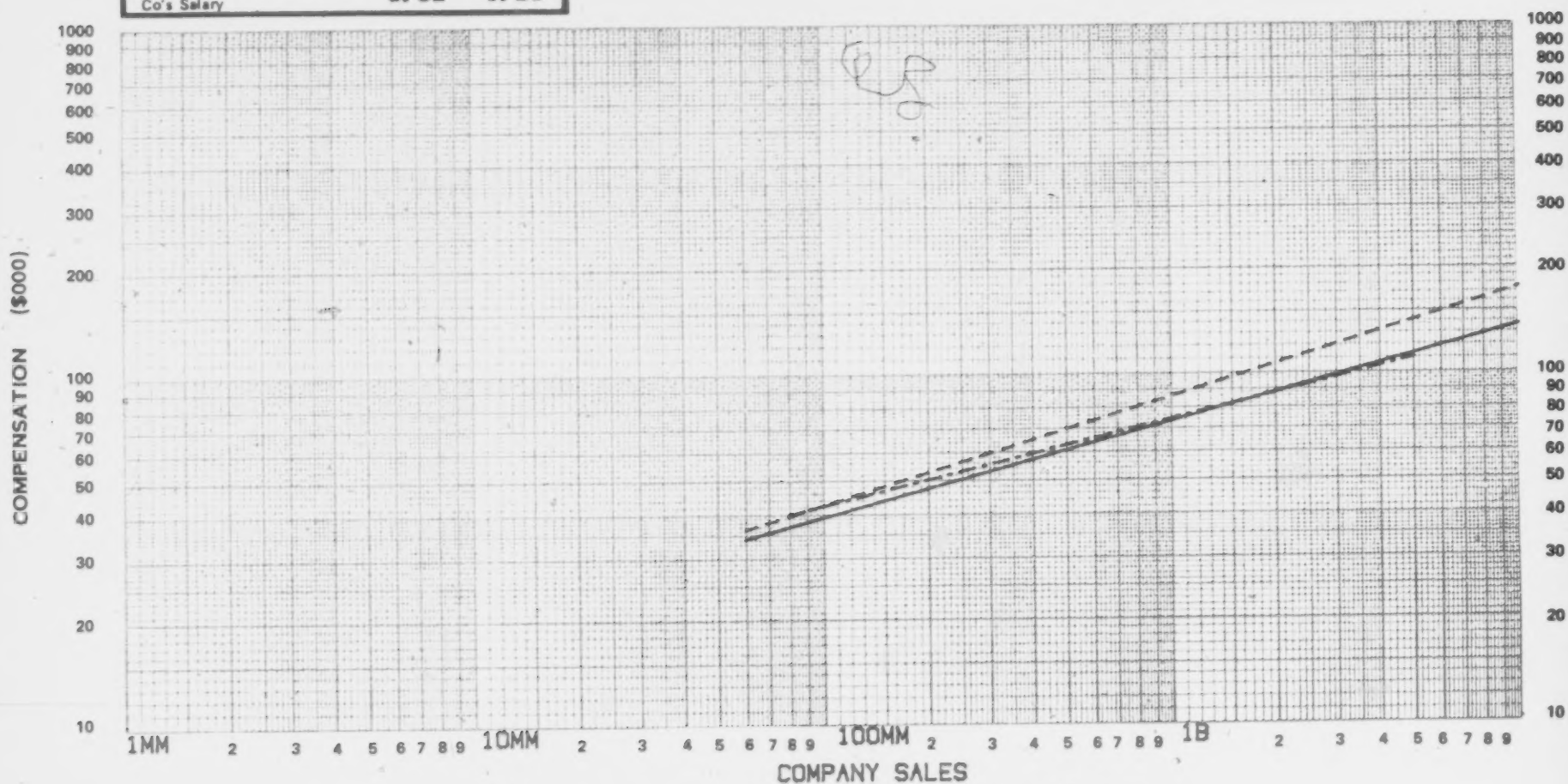
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 TO \$250.0	SENIOR V.P.				\$ 75.0			
	EXEC. V.P.	\$ 71.5	\$ 0.0	\$ 71.5				
	GROUP EXEC.				65.5			
	EXEC. V.P.	57.0	11.0	68.0		\$ 45.2	\$ 56.5	\$ 67.7
	CEO/PRESIDENT				50.9	39.8	49.8	59.8
	SENIOR V.P.	50.0	8.4	58.4		42.0	49.0	57.0
	C.O.O.	48.2	6.2	54.4		42.5	50.0	57.5
	VICE PRESIDENT	48.0	0.0	48.0				
	C.O.O.				47.8			
	SENIOR V.P.	44.0	16.0	60.0				
	SENIOR V.P.				43.7			
	VICE PRESIDENT	35.2	1.5	36.7				
NO IN POSITION: 12								
\$ 372.5	WEIGHTED GROUP AVG:	\$ 50.6	\$ 6.1	\$ 56.7	\$ 56.6			
\$249.9 AND BELOW	EXEC. V.P.				\$ 68.9			
	VICE PRESIDENT	\$ 67.5	\$ 16.9	\$ 84.4				
	VICE PRESIDENT	63.4	5.0	68.4				
	C.O.O.	47.4	1.5	48.9				
	CEO/PRESIDENT				41.9			
	C.O.O.				40.6			
		40.0	0.0	40.0				
	EXEC. V.P.				37.8			
	CEO/PRESIDENT	31.9	0.0	31.9				
	C.O.O.	31.2	5.0	36.2				
		30.0	0.0	30.0				
	GROUP EXEC.	27.0	0.0	27.0				
	CEO/PRESIDENT	20.0	0.0	20.0		\$ 18.5	\$ 20.3	\$ 22.3
NO IN POSITION: 14								
\$ 132.9	WEIGHTED GROUP AVG:	\$ 38.8	\$ 2.9	\$ 41.7	\$ 47.3			
NO IN POSITION: 63								
\$ 1684.1	POSITION AVERAGE:	\$ 71.2	\$ 13.8	\$ 85.0	\$ 65.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.85	1.24
Bonus Co's Total Comp	-----	0.85	1.28
Nonbonus Co's Salary	-.-.-.-	0.82	1.23

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #8 - TOP DATA PROCESSING
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	CEO/PRESIDENT	\$193.0	\$ 0.0	\$193.0		\$142.0	\$171.0	\$205.0
	CEO/PRESIDENT	179.2	37.6	216.8		113.2	150.8	188.6
	CEO/PRESIDENT	150.0	52.0	202.0		147.6	192.0	236.2
		141.0	27.5	168.5				
	C.O.O.				\$ 97.0			
	CEO/PRESIDENT	87.0	35.9	122.9		80.2	100.2	120.2
	CEO/PRESIDENT	82.5	86.0	168.5				
	NO IN POSITION:	7						
\$ 4371.5	WEIGHTED GROUP AVG:	\$138.8	\$ 39.8	\$178.6	\$ 97.0			
\$2499.9 TO \$1000.0	C.O.O.	\$121.8	\$ 0.0	\$121.8		\$114.2	\$152.3	\$190.4
	CEO/PRESIDENT	116.0	10.0	126.0		106.1	132.6	159.1
	CEO/PRESIDENT	115.0	0.0	115.0		84.0	105.0	126.0
	CEO/PRESIDENT	110.0	0.0	110.0				
	CEO/PRESIDENT	94.0	28.2	122.2		68.2	85.2	102.3
	CEO/PRESIDENT	94.0	12.0	106.0				
	CEO/PRESIDENT	90.0	18.0	108.0				
	SENIOR V.P.	63.5	5.0	68.5		54.4	68.5	78.8
	NO IN POSITION:	8						
\$ 1511.4	WEIGHTED GROUP AVG:	\$100.5	\$ 9.2	\$109.7				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$999.9 TO \$500.0	C.O.O. C.O.O. CEO/PRESIDENT C.O.O. CEO/PRESIDENT CEO/PRESIDENT CEO/PRESIDENT CEO/PRESIDENT	 \$ 90.8 89.0 64.0 61.4 60.8 51.5 35.0	 \$ 0.0 56.1 18.4 8.7 17.0 0.0 62.0	 \$ 90.8 145.1 82.4 70.1 77.8 51.5 97.0	\$101.4 	 \$ 67.6 69.0 55.0 44.2	 \$ 86.8 84.5 65.0 58.9	 \$106.1 100.0 80.0 73.5
NO IN POSITION: 8								
\$ 780.0	WEIGHTED GROUP AVG:	\$ 64.6	\$ 23.2	\$ 87.8	\$101.4			
\$499.9 TO \$250.0	C.O.O. C.O.O. CEO/PRESIDENT EXEC. V.P. VICE PRESIDENT SENIOR V.P. GROUP EXEC. SENIOR V.P.	\$ 93.0 72.0 60.0 56.7 	\$ 9.0 11.2 0.0 0.0 	\$102.0 83.2 60.0 56.7 	 \$ 60.5 54.1 53.3 48.0	 \$ 68.6 55.0	 \$ 85.7 67.0	 \$102.8 80.0
NO IN POSITION: 8								
\$ 402.9	WEIGHTED GROUP AVG:	\$ 70.4	\$ 5.1	\$ 75.5	\$ 54.0			

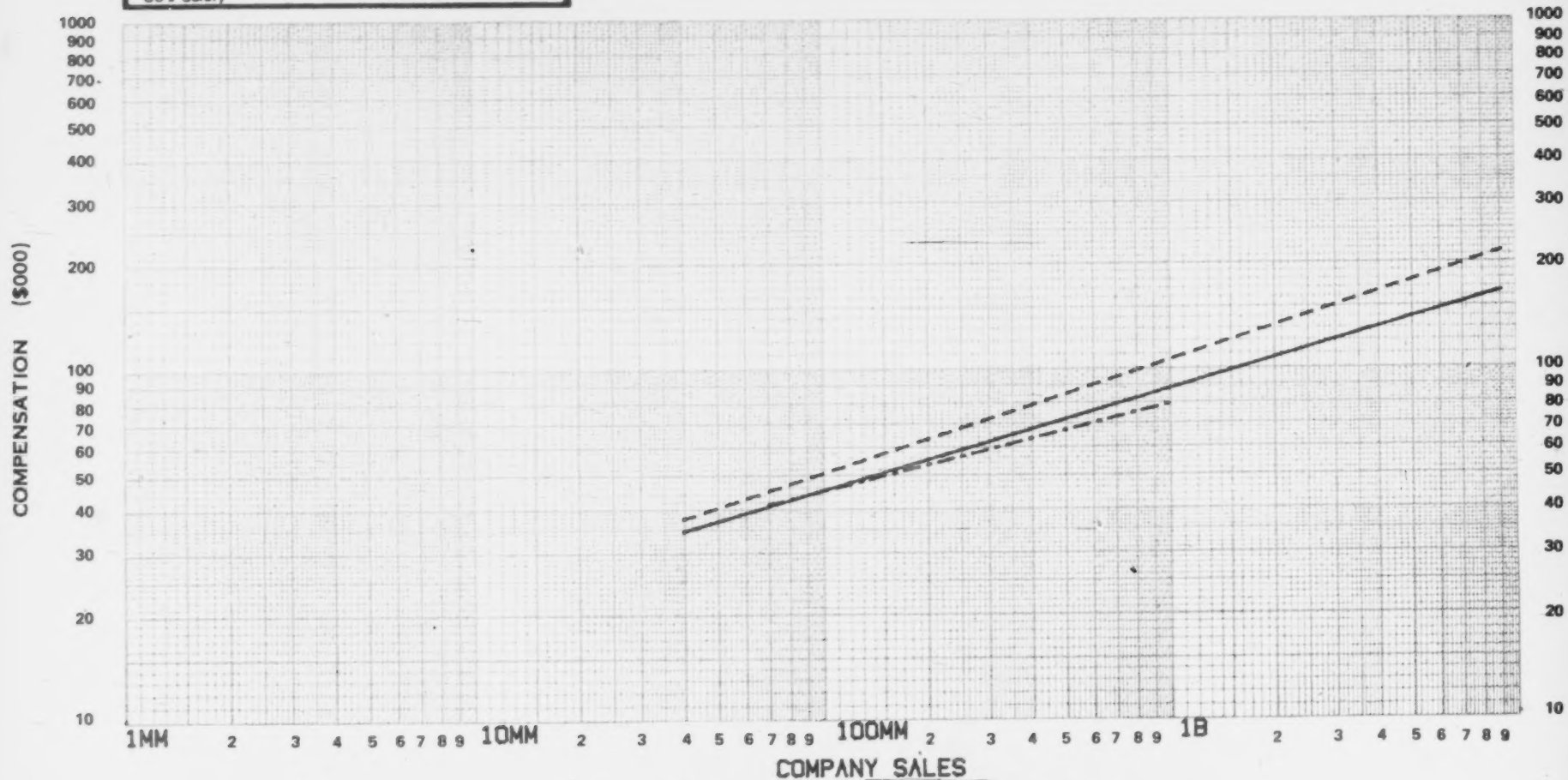
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	CEO/PRESIDENT	\$ 82.5	\$ 10.0	\$ 92.5				
	C.O.O.	75.0	22.5	97.5				
	EXEC. V.P.				\$ 65.0			
	CEO/PRESIDENT				56.7			
	CEO/PRESIDENT	47.5	6.5	54.0				
	C.O.O.	47.0	1.8	48.8				
		44.0	5.2	49.2				
	CEO/PRESIDENT BOARD OF DIR.	36.0	5.0	41.0	40.0			
		30.0	0.0	30.0				
	NO IN POSITION:	10						
\$ 136.1	WEIGHTED GROUP AVG:	\$ 51.7	\$ 7.3	\$ 59.0	\$ 53.9			
	NO IN POSITION:	41						
\$ 1305.3	POSITION AVERAGE:	\$ 85.4	\$ 17.1	\$102.5	\$ 64.0			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.65	1.33
Bonus Co's Total Comp	-----	0.74	1.29
Nonbonus Co's Salary	-.-.-.	0.48	1.24

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND ABOVE	C.O.O.	\$135.0	\$ 48.1	\$183.1		\$108.0	\$135.0	\$162.0
	BOARD OF DIR.	125.0	27.2	152.2		91.1	113.9	136.7
	SENIOR V.P.	100.0	16.9	116.9				
	C.O.O.	97.4	44.2	141.6		124.9	165.8	206.6
	EXEC. V.P.	85.0	21.1	106.1		51.5	68.3	85.0
	CEO/PRESIDENT				\$ 73.0	64.1	80.1	96.2
	VICE PRESIDENT	55.5	0.0	55.5		34.0	53.4	61.5
	EXEC. V.P.	55.0	13.8	68.8				
	GROUP EXEC.				32.0			
	NO IN POSITION:	12						
\$ 4976.5	WEIGHTED GROUP AVG:	\$ 94.5	\$ 30.4	\$124.9	\$ 52.5			
\$1499.9 TO \$500.0	CEO/PRESIDENT	\$113.0	\$ 52.2	\$165.2		\$ 84.2	\$105.2	\$126.3
	CEO/PRESIDENT	100.0	31.5	131.5		80.8	101.0	121.2
	SENIOR V.P.	74.1	19.2	93.3		50.9	63.7	76.4
	VICE PRESIDENT	61.5	8.6	70.1		46.4	56.8	67.3
	CEO/PRESIDENT	55.0	10.0	65.0				
	VICE PRESIDENT	50.2	2.0	52.2		41.9	52.4	62.9
	NO IN POSITION:	6						
\$ 901.4	WEIGHTED GROUP AVG:	\$ 75.6	\$ 20.6	\$ 96.2				

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

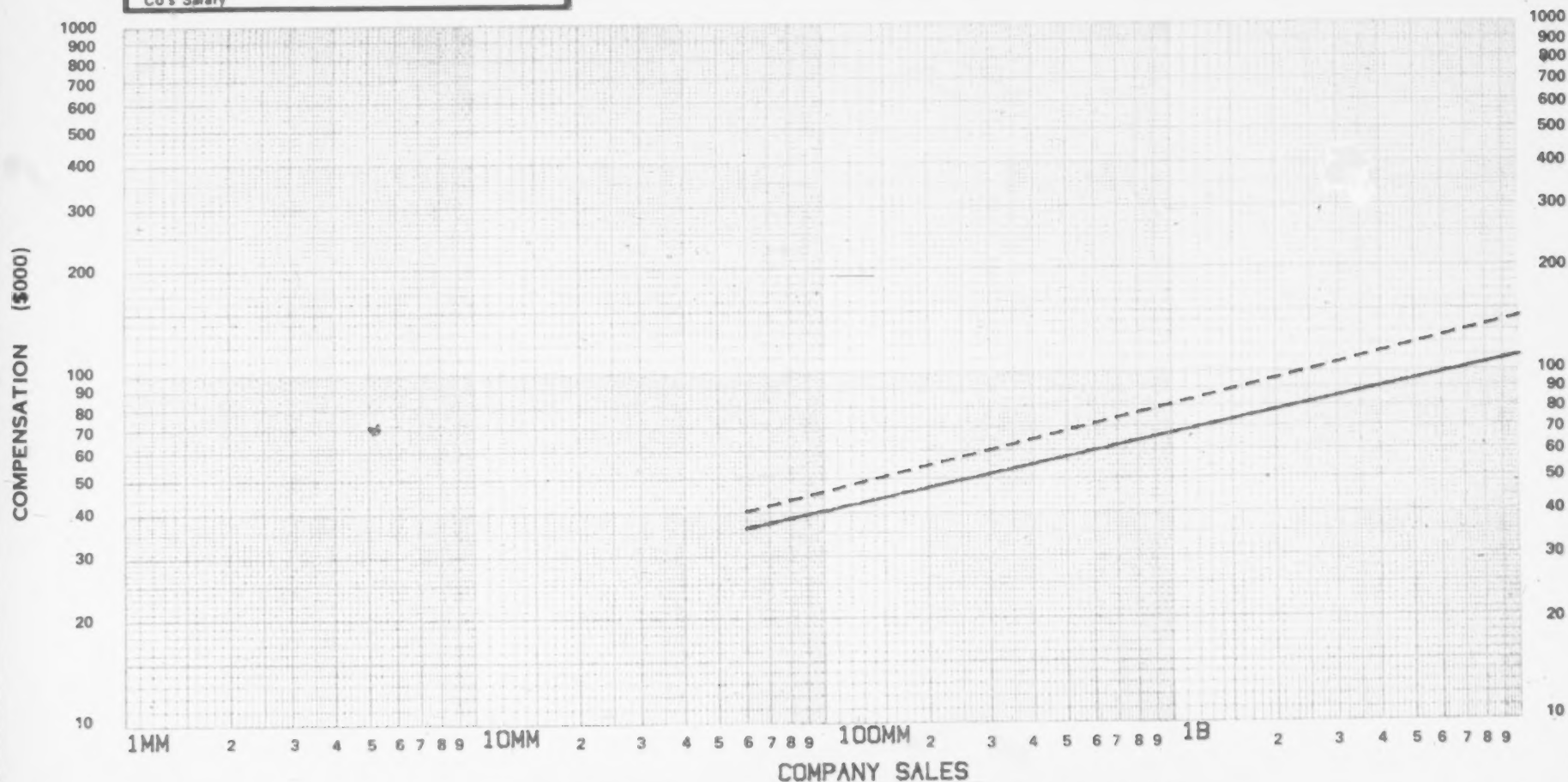
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9	CEO/PRESIDENT	\$ 71.4	\$ 10.0	\$ 81.4		\$ 58.6	\$ 68.9	\$ 79.2
TO	BOARD OF DIR.	55.1	10.0	65.1				
\$250.0	EXEC. V.P.	45.0	15.0	60.0				
	VICE PRESIDENT				\$ 38.7	33.5	40.3	48.4
	BOARD OF DIR.	36.4	37.0	73.4				
	GROUP EXEC.				35.1			
	VICE PRESIDENT	30.5	0.0	30.5				
	NO IN POSITION: 7							
\$ 378.2	WEIGHTED GROUP AVG:	\$ 47.7	\$ 14.4	\$ 62.1	\$ 36.9			
\$249.9	CEO/PRESIDENT				\$ 80.0			
AND BELOW	BOARD OF DIR.	\$ 65.0	\$ 13.0	\$ 78.0				
	CEO/PRESIDENT	58.5	5.0	63.5				
	C.O.O.				54.1			
	CEO/PRESIDENT	53.6	16.8	70.4				
	CEO/PRESIDENT				50.5			
	CEO/PRESIDENT	43.1	0.0	43.1				
	BOARD OF DIR.	42.0	0.0	42.0		\$ 42.6	\$ 46.9	\$ 51.6
		41.0	4.0	45.0				
		30.0	0.0	30.0				
	CEO/PRESIDENT				29.4	25.0	29.5	33.9
	NO IN POSITION: 11							
\$ 111.4	WEIGHTED GROUP AVG:	\$ 47.6	\$ 5.5	\$ 53.1	\$ 53.5			
\$ 1916.7	NO IN POSITION: 36							
	POSITION AVERAGE:	\$ 70.4	\$ 19.2	\$ 89.6	\$ 49.1			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.59	1.32
Bonus Co's Total Comp - - - - -	0.56	1.39
Nonbonus Co's Salary -		

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS
EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	C.O.O.	\$138.8	\$ 66.9	\$205.7		\$ 95.0	\$119.0	\$143.0
	CEO/PRESIDENT	125.0	48.6	173.6				
	BOARD OF DIR.	122.0	29.9	151.9		99.2	124.0	148.9
	SENIOR V.P.	87.0	20.8	107.8		71.0	85.0	102.0
	EXEC. V.P.	87.0	17.0	104.0		58.3	77.7	97.2
	SENIOR V.P.	83.5	8.4	91.9				
	GROUP EXEC.	57.4	8.6	66.0				
	VICE PRESIDENT	55.7	16.1	71.8		50.8	63.5	76.2
NO IN POSITION: 8								
\$ 5703.3	WEIGHTED GROUP AVG:	\$ 94.6	\$ 27.0	\$121.6				

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SURVEY POSITION 11 - TOP LABOR RELATIONS
EXECUTIVE

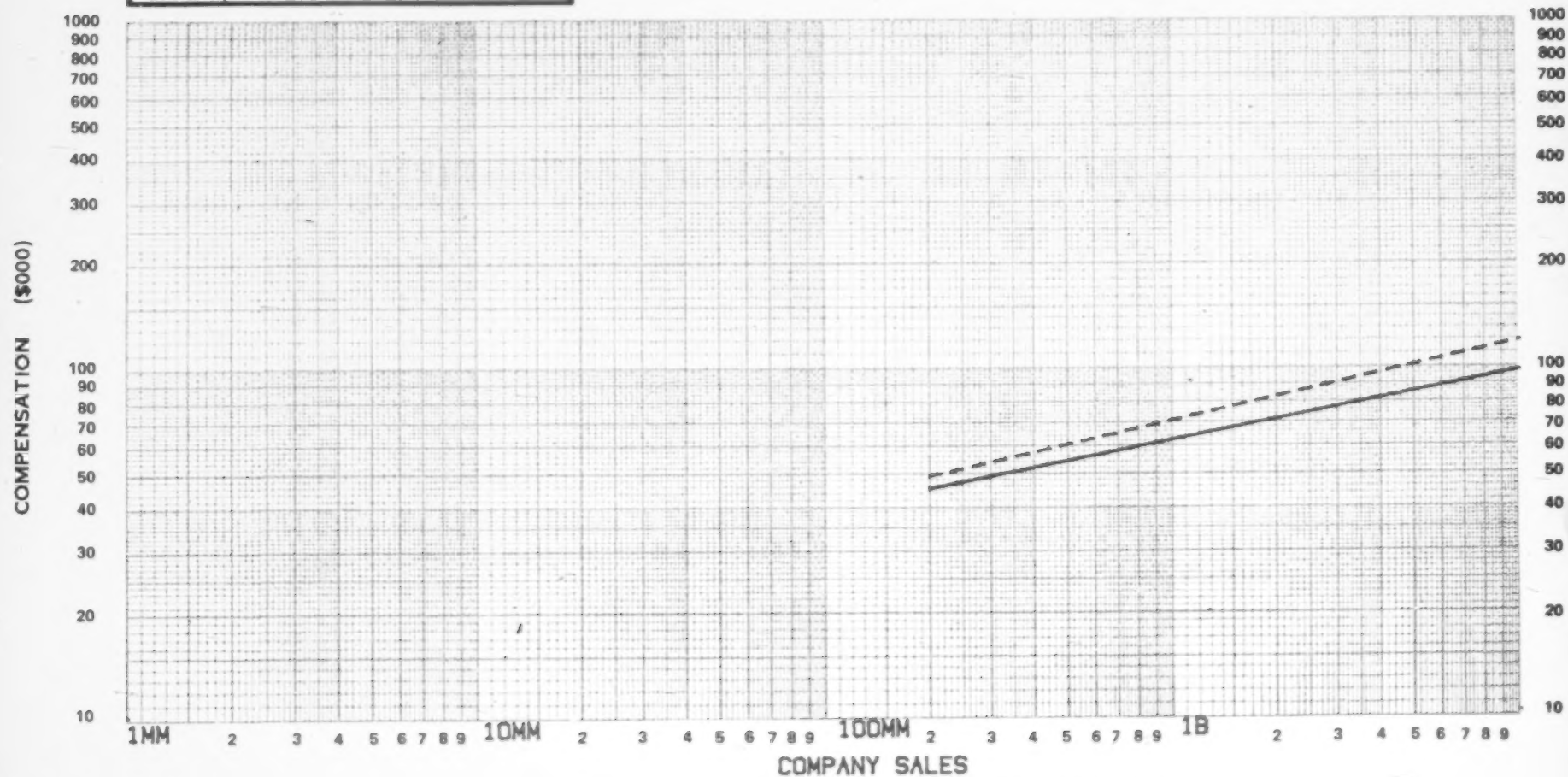
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 AND BELOW	SENIOR V.P.				\$ 85.0			
	SENIOR V.P.	\$ 76.4	\$ 25.7	\$102.1		\$ 50.9	\$ 63.7	\$ 76.4
	C.O.O.	68.1	13.1	81.2				
	VICE PRESIDENT	64.6	0.0	64.6		43.0	54.0	64.9
	VICE PRESIDENT	56.0	14.0	70.0				
	VICE PRESIDENT	54.6	3.0	57.6		41.9	52.4	62.9
	SENIOR V.P.	53.8	0.0	53.8		40.0	53.4	66.7
	VICE PRESIDENT	49.0	0.0	49.0		30.5	38.2	44.0
	CEO/PRESIDENT	43.8	2.3	46.1				
	CEO/PRESIDENT	39.6	4.8	44.4		26.2	33.7	41.3
		35.0	0.0	35.0				
NO IN POSITION: 11								
\$ 903.4	WEIGHTED GROUP AVG:	\$ 54.1	\$ 6.3	\$ 60.4	\$ 85.0			
NO IN POSITION: 19								
\$ 2924.4	POSITION AVERAGE:	\$ 72.1	\$ 15.5	\$ 87.6	\$ 85.0			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.62	1.26
Bonus Co's Total Comp - - - - -	0.55	1.36
Nonbonus Co's Salary -		

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND ABOVE	VICE PRESIDENT	\$ 81.7	\$ 10.6	\$ 92.3		\$ 56.6	\$ 70.8	\$ 85.0
	SENIOR V.P.	78.3	14.2	92.5		60.9	73.1	87.6
	SENIOR V.P.	66.0	6.6	72.6				
	VICE PRESIDENT	65.0	0.0	65.0		52.4	65.5	78.6
	SENIOR V.P.				\$ 65.0			
	VICE PRESIDENT	61.8	4.0	65.8		46.0	57.5	69.0
	GROUP EXEC.	60.6	11.3	71.9		61.4	76.7	92.1
	EXEC. V.P.	60.5	7.8	68.3		50.4	67.2	84.1
	VICE PRESIDENT	55.0	13.8	68.8				
	VICE PRESIDENT	53.0	3.0	56.0		61.0	75.9	85.2
	VICE PRESIDENT	53.0	3.0	56.0		61.0	75.9	85.2
	ASST. V.P./DIR				52.0	44.8	54.9	65.0
	VICE PRESIDENT	51.0	15.1	66.1		46.2	57.8	69.4
	SENIOR V.P.	50.8	0.0	50.8		40.0	53.4	66.7
	VICE PRESIDENT				35.6	31.6	40.3	49.0
	VICE PRESIDENT	33.2	0.0	33.2		26.9	35.0	40.3
NO IN POSITION: 16								
\$ 3937.5	WEIGHTED GROUP AVG:	\$ 59.2	\$ 6.9	\$ 66.1	\$ 50.9			

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

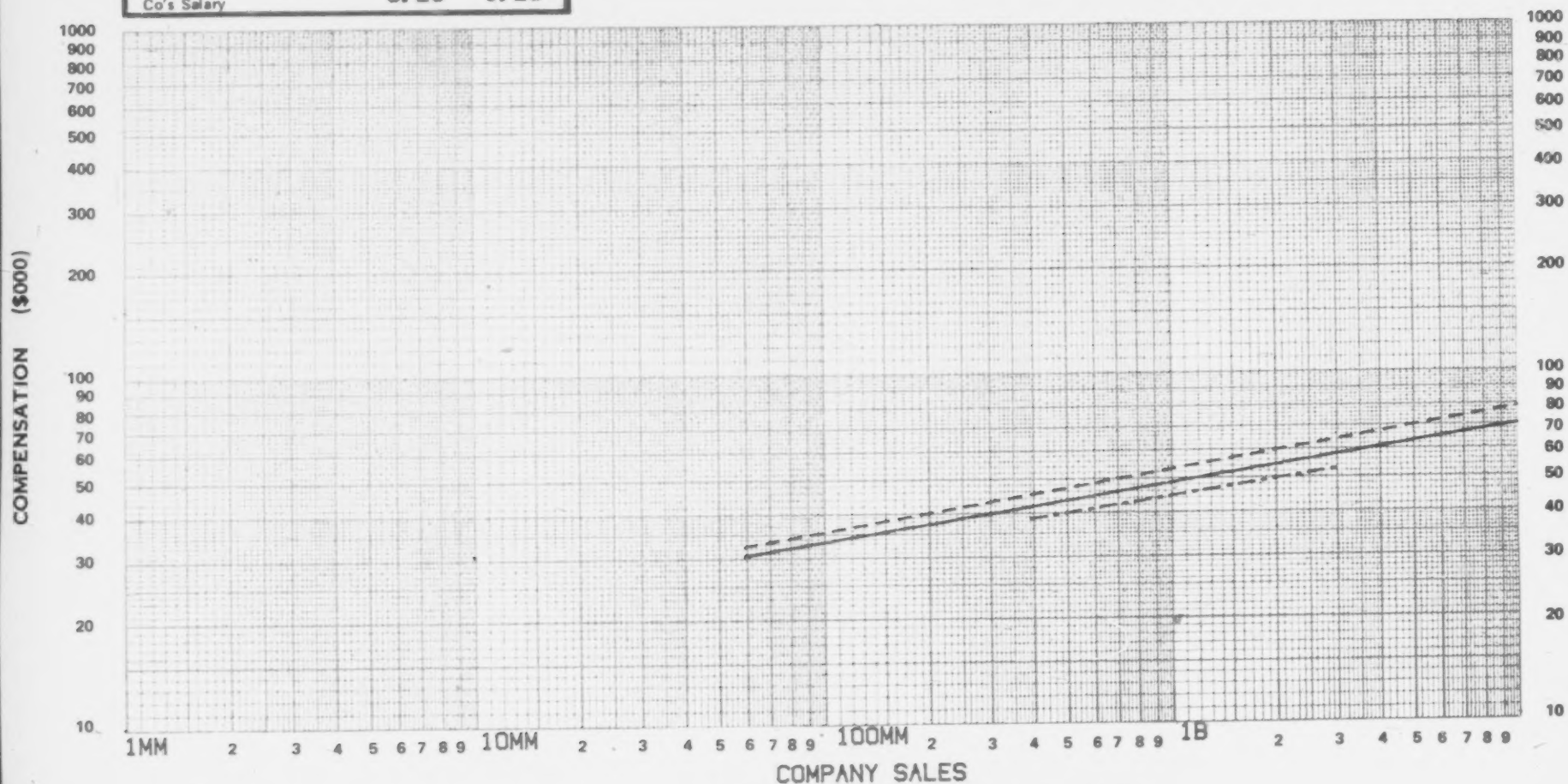
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1499.9 TO \$500.0	EXEC. V.P.	\$ 58.3	\$ 0.0	\$ 58.3		\$ 61.1	\$ 76.4	\$ 91.7
	VICE PRESIDENT	55.7	10.0	65.7		39.1	49.7	60.3
	VICE PRESIDENT	49.0	0.0	49.0		37.5	46.7	55.9
	SENIOR V.P.	48.9	3.0	51.9		40.4	50.5	60.6
	VICE PRESIDENT	47.3	1.0	48.3		36.9	46.1	55.3
	VICE PRESIDENT	45.4	5.2	50.6		36.9	49.2	61.5
	VICE PRESIDENT	45.0	9.0	54.0		40.0	50.0	60.0
	VICE PRESIDENT				\$ 43.0	35.4	43.3	51.3
	ASST. V.P./DIR				41.2	37.0	45.3	53.7
	SENIOR V.P.	31.1	0.3	31.4		28.3	29.7	31.1
NO IN POSITION: 10								
\$ 961.6	WEIGHTED GROUP AVG:	\$ 47.6	\$ 3.6	\$ 51.2	\$ 42.1			
\$499.9 AND BELOW	VICE PRESIDENT	\$ 48.0	\$ 12.0	\$ 60.0				
	C.O.O.	47.0	3.0	50.0				
	SENIOR V.P.	45.0	4.2	49.2		\$ 38.0	\$ 45.5	\$ 53.0
	VICE PRESIDENT	43.0	1.2	44.2				
	GROUP EXEC.				\$ 42.4			
	VICE PRESIDENT	40.0	0.0	40.0				
	ASST. V.P./DIR	38.8	0.0	38.8				
	GROUP EXEC.	38.0	0.0	38.0		37.0	40.7	44.9
	GROUP EXEC.				35.1			
	REG. V.P./MGR.	34.0	5.0	39.0				
		30.0	0.0	30.0				
	GROUP EXEC.	29.9	2.5	32.4				
	REG. V.P./MGR.	27.3	14.2	41.5				
		26.5	0.0	26.5				
NO IN POSITION: 14								
\$ 250.0	WEIGHTED GROUP AVG:	\$ 37.3	\$ 3.5	\$ 40.8	\$ 38.8			
NO IN POSITION: 40								
\$ 1902.9	POSITION AVERAGE:	\$ 48.4	\$ 4.9	\$ 53.3	\$ 44.9			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.59	1.21
Bonus Co's Total Comp - - - - -	0.57	1.24
Nonbonus Co's Salary -	0.25	1.23

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	CEO/PRESIDENT	\$235.0	\$ 75.0	\$310.0				
	BOARD OF DIR.	192.5	56.3	248.8		\$135.1	\$168.8	\$202.6
	C.O.O.	150.0	55.7	205.7		118.4	154.0	189.5
	C.O.O.	140.0	35.5	175.5		97.1	129.5	161.9
	EXEC. V.P.	136.5	32.4	168.9		79.0	95.0	113.0
	C.O.O.	106.5	39.3	145.8		91.0	114.0	137.0
	C.O.O.	97.0	48.5	145.5				
	CEO/PRESIDENT	92.6	36.5	129.1		86.1	107.6	129.1
	C.O.O.	88.8	34.9	123.7		109.8	144.2	178.7
	C.O.O.				\$ 85.4			
	CEO/PRESIDENT	82.5	100.0	182.5				
NO IN POSITION: 13								
\$ 5313.6	WEIGHTED GROUP AVG:	\$124.9	\$ 48.7	\$173.6	\$ 85.4			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$1000.0	EXEC. V.P.	\$210.0	\$ 0.0	\$210.0		\$ 85.8	\$114.4	\$143.0
	EXEC. V.P.	130.0	0.0	130.0				
	C.O.O.	107.1	50.0	157.1		85.1	106.4	127.6
	CEO/PRESIDENT	97.0	5.0	102.0				
	CEO/PRESIDENT	94.0	28.2	122.2		68.2	85.2	102.3
	VICE PRESIDENT	82.0	19.8	101.8		51.5	68.3	85.0
	EXEC. V.P.	77.0	0.0	77.0		71.9	89.9	107.9
	SENIOR V.P.	72.0	0.0	72.0		74.0	93.0	112.0
	VICE PRESIDENT	65.0	6.5	71.5				
	EXEC. V.P.	61.9	4.0	65.9		45.9	57.4	68.8
	SENIOR V.P.	55.3	0.0	55.3		34.0	53.4	61.5
	SENIOR V.P.	45.5	10.5	56.0				
NO IN POSITION: 13								
\$ 1540.7	WEIGHTED GROUP AVG:	\$ 87.9	\$ 10.3	\$ 98.2				
\$999.9 TO \$500.0	CEO/PRESIDENT				\$202.4			
	C.O.O.	\$117.3	\$ 0.0	\$117.3		\$ 84.0	\$109.0	\$135.2
	CEO/PRESIDENT	81.5	46.5	128.0		60.0	73.5	87.0
	C.O.O.	81.0	22.6	103.6		70.0	83.0	95.0
	C.O.O.	76.6	0.0	76.6		59.2	74.0	88.8
	CEO/PRESIDENT	60.1	12.7	72.8				
	SENIOR V.P.	60.0	5.4	65.4		50.0	55.0	60.0
	CEO/PRESIDENT	54.0	7.5	61.5				
	CEO/PRESIDENT	46.5	0.0	46.5		34.3	45.7	57.2
	C.O.O.	43.9	12.0	55.9				
	CEO/PRESIDENT	35.0	71.5	106.5				
NO IN POSITION: 11								
\$ 776.7	WEIGHTED GROUP AVG:	\$ 65.6	\$ 17.8	\$ 83.4	\$202.4			

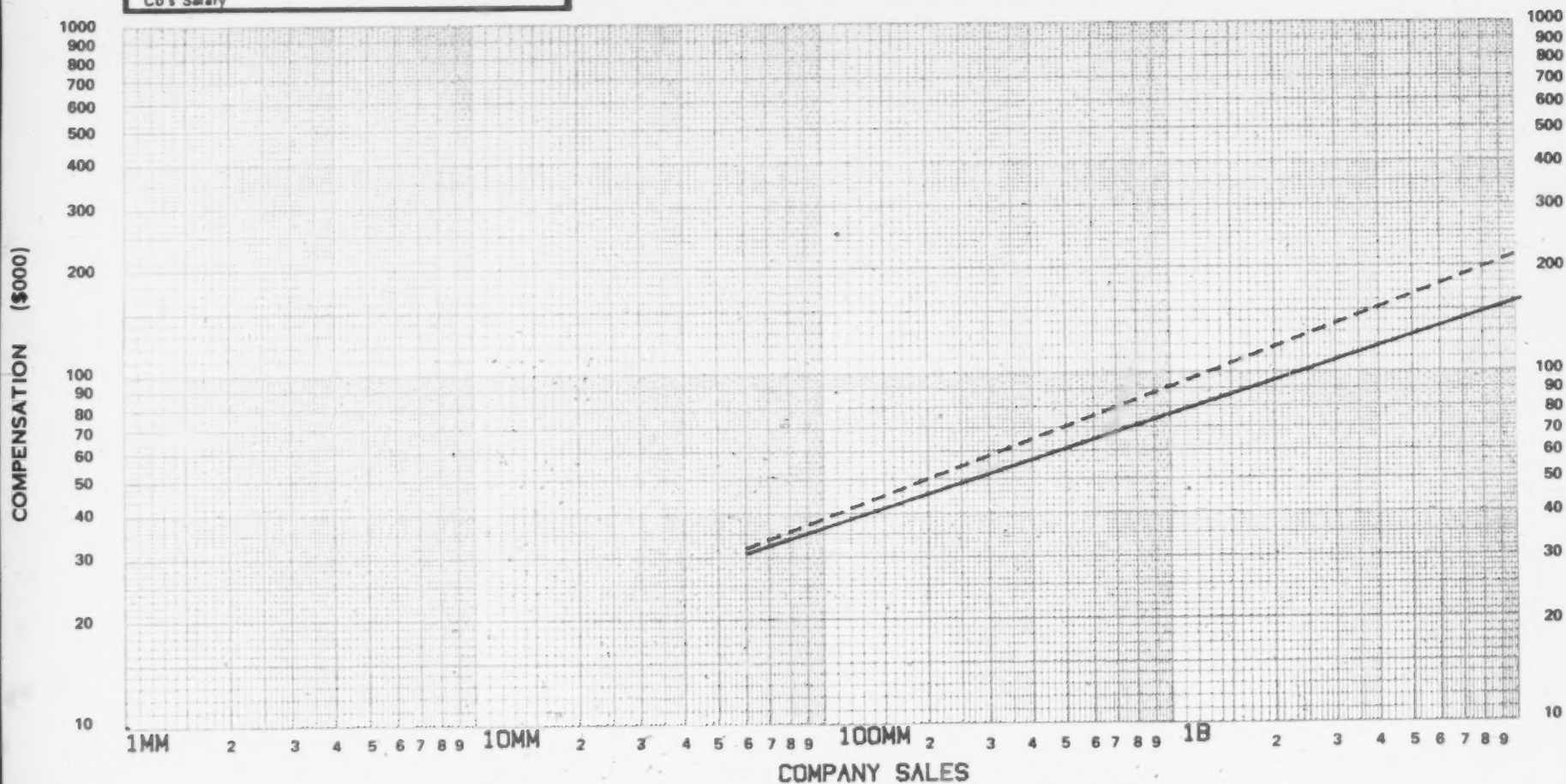
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 AND BELOW	CEO/PRESIDENT				\$ 88.0			
	VICE PRESIDENT				71.5			
	CEO/PRESIDENT				67.0			
	CEO/PRESIDENT				63.9			
	CEO/PRESIDENT	\$ 62.2	\$ 34.0	\$ 96.2		\$ 87.4	\$108.7	\$130.0
	SENIOR V.P.				57.6			
	CEO/PRESIDENT	55.1	0.0	55.1				
	EXEC. V.P.	55.0	20.0	75.0		39.3	49.1	58.9
	EXEC. V.P.				50.4			
	EXEC. V.P.	47.0	25.0	72.0				
	EXEC. V.P.	46.5	5.0	51.5				
	EXEC. V.P.	43.5	0.0	43.5				
		40.0	3.5	43.5				
		35.0	0.0	35.0				
		32.0	0.0	32.0				
NO IN POSITION: 15								
\$ 313.2	WEIGHTED GROUP AVG:	\$ 46.3	\$ 9.7	\$ 56.0	\$ 66.4			
NO IN POSITION: 52								
\$ 1968.2	POSITION AVERAGE:	\$ 84.4	\$ 22.4	\$106.8	\$ 85.8			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.86	1.27
Bonus Co's Total Comp - - - - -	0.84	1.36
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #13 - TOP DISTRIBUTION
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

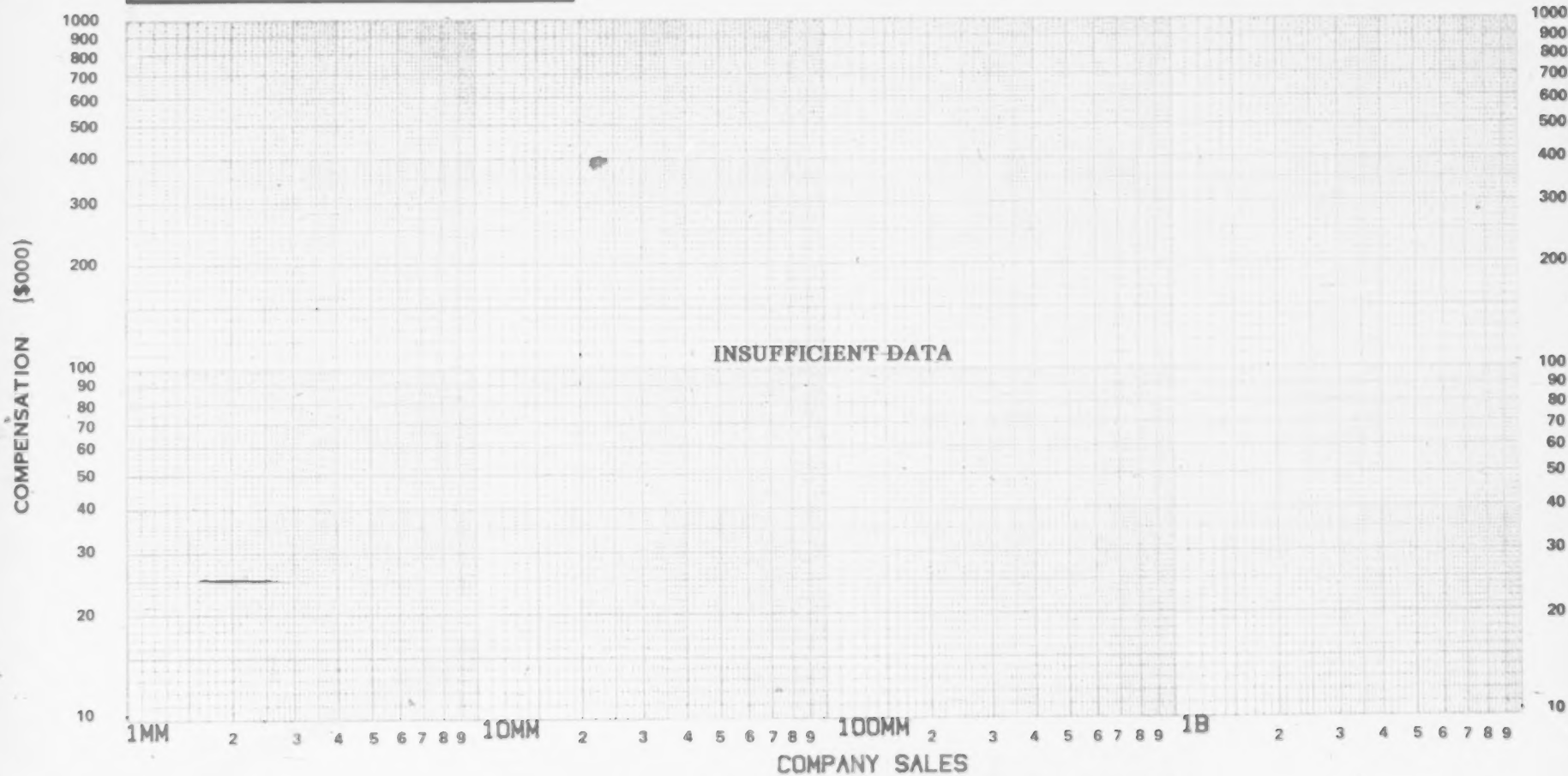
Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1000.0 AND ABOVE	SENIOR V.P.	\$100.0	\$ 20.0	\$120.0				
	CEO/PRESIDENT	79.0	0.0	79.0		\$ 55.3	\$ 69.1	\$ 82.9
	SENIOR V.P.	70.5	0.0	70.5		54.4	68.5	78.8
	VICE PRESIDENT	64.0	16.0	80.0				
	NO IN POSITION:	4						
\$ 1776.4	WEIGHTED GROUP AVG:	\$ 78.4	\$ 9.0	\$ 87.4				
\$999.9 AND BELOW	SENIOR V.P.	\$ 88.0	\$ 52.5	\$140.5				
	SENIOR V.P.	57.0	6.3	63.3				
	CEO/PRESIDENT	53.5	6.5	60.0		\$ 57.6	\$ 67.8	\$ 78.0
	C.O.O.	50.0	0.0	50.0				
	NO IN POSITION:	5			\$ 45.0			
\$ 396.4	WEIGHTED GROUP AVG:	\$ 62.1	\$ 16.4	\$ 78.5	\$ 45.0			
\$ 1009.7	NO IN POSITION:	9						
	POSITION AVERAGE:	\$ 70.3	\$ 12.6	\$ 82.9	\$ 45.0			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- - - - -	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.

EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	EXEC. V.P.	\$112.0	\$ 21.5	\$133.5				
	CEO/PRESIDENT	110.0	194.4	304.4				
	SENIOR V.P.	103.0	23.4	126.4		\$ 92.1	\$115.1	\$138.1
		92.1	41.7	133.8		95.8	123.8	151.8
	CEO/PRESIDENT	86.0	32.0	118.0		76.9	100.0	123.0
	VICE PRESIDENT				\$ 80.5	60.9	73.1	87.6
	CEO/PRESIDENT	75.8	28.0	103.8		64.6	80.8	97.0
	EXEC. V.P.				56.6			
	GROUP EXEC.	37.5	9.4	46.9				
NO IN POSITION: 9								
\$ 4563.3	WEIGHTED GROUP AVG:	\$ 88.1	\$ 50.0	\$138.1	\$ 68.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES (\$MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
REPORTS TO		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
\$2499.9	EXEC. V.P.				\$110.0			
TO	CEO/PRESIDENT	\$ 76.0	\$ 7.8	\$ 83.8				
\$1000.0	VICE PRESIDENT	71.0	17.2	88.2		\$ 51.5	\$ 68.3	\$ 85.0
	EXEC. V.P.	70.8	0.0	70.8		65.4	81.7	98.0
	VICE PRESIDENT	62.4	14.3	76.7		52.6	70.2	88.7
	SENIOR V.P.				61.5	50.9	62.3	73.8
	VICE PRESIDENT	59.2	4.0	63.2		45.9	57.4	68.8
	VICE PRESIDENT	55.0	5.0	60.0				
	VICE PRESIDENT	52.5	0.0	52.5		40.0	53.4	66.7
	VICE PRESIDENT	47.5	0.0	47.5		30.5	38.2	44.0
NO IN POSITION: 10								
\$ 1611.6	WEIGHTED GROUP AVG:	\$ 61.8	\$ 6.0	\$ 67.8	\$ 85.8			
\$999.9	CEO/PRESIDENT				\$ 97.8	\$ 69.0	\$ 86.3	\$103.6
TO	SENIOR V.P.	\$ 78.8	\$ 23.6	\$102.4		50.9	63.7	78.8
\$500.0	CEO/PRESIDENT	63.6	4.0	67.6		68.5	85.6	102.7
	SENIOR V.P.	62.8	24.9	87.7		52.2	63.9	75.7
	C.O.O.	57.3	0.0	57.3		49.6	62.7	75.9
	CEO/PRESIDENT	56.4	12.9	69.3				
	VICE PRESIDENT	54.6	16.0	70.6		45.0	55.0	70.0
	CEO/PRESIDENT	54.5	7.0	61.5				
	VICE PRESIDENT	49.5	4.0	53.5		48.4	48.8	49.5
	CEO/PRESIDENT	46.1	28.0	74.1				
	CEO/PRESIDENT	35.0	89.0	124.0				
NO IN POSITION: 11								
\$ 786.6	WEIGHTED GROUP AVG:	\$ 55.9	\$ 20.9	\$ 76.8	\$ 97.8			

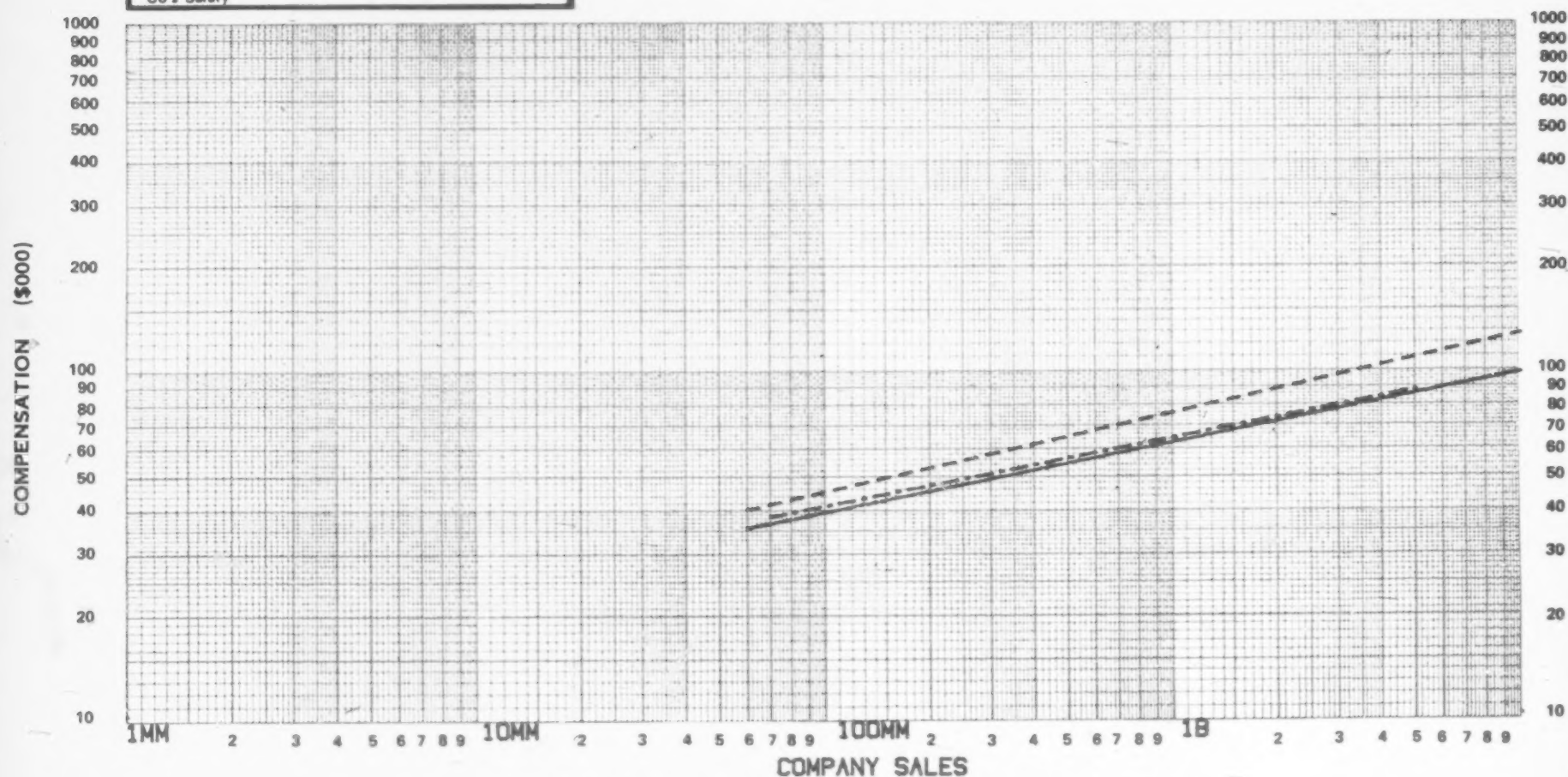
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9	CEO/PRESIDENT	\$ 71.6	\$ 0.0	\$ 71.6				
TO	SENIOR V.P.	60.0	7.3	67.3		\$ 55.0	\$ 67.0	\$ 80.0
\$250.0	CEO/PRESIDENT	55.0	20.0	75.0		52.0	65.0	77.9
	SENIOR V.P.	54.1	5.0	59.1				
	GROUP EXEC.				\$ 53.6			
	CEO/PRESIDENT	51.0	0.0	51.0				
	CEO/PRESIDENT	40.9	1.4	42.3				
	CEO/PRESIDENT	40.9	5.6	46.5		29.1	39.3	49.5
	SENIOR V.P.				33.2			
	BOARD OF DIR.	32.5	20.0	52.5				
	NO IN POSITION: 10							
\$ 378.0	WEIGHTED GROUP AVG:	\$ 50.8	\$ 7.4	\$ 58.2	\$ 43.4			
\$249.9	C.O.O.	\$130.0	\$ 39.0	\$169.0				
AND BELOW	BOARD OF DIR.	67.5	44.5	112.0				
		50.0	0.0	50.0				
	CEO/PRESIDENT				\$ 49.4			
	BOARD OF DIR.	39.0	6.0	45.0				
	SENIOR V.P.	38.7	1.5	40.2				
	C.O.O.				38.2			
	SENIOR V.P.				38.0			
	CEO/PRESIDENT	35.0	0.0	35.0				
	EXEC. V.P.	28.6	0.0	28.6				
	NO IN POSITION: 11							
\$ 130.0	WEIGHTED GROUP AVG:	\$ 52.2	\$ 11.4	\$ 63.6	\$ 41.9			
\$ 1393.1	NO IN POSITION: 51							
	POSITION AVERAGE:	\$ 60.8	\$ 18.5	\$ 79.3	\$ 61.9			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.55	1.24
Bonus Co's Total Comp - - - - -	0.47	1.33
Nonbonus Co's Salary -	0.45	1.38

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
100 AND ABOVE	EXEC. V.P.	\$112.0	\$ 21.5	\$133.5				
	EXEC. V.P.				\$110.0			
	SENIOR V.P.	103.0	23.4	126.4		\$ 92.1	\$115.1	\$138.1
	CEO/PRESIDENT	86.0	32.0	118.0		76.9	100.0	123.0
	VICE PRESIDENT				80.5	60.9	73.1	87.6
	VICE PRESIDENT	71.0	17.2	88.2		51.5	68.3	85.0
	EXEC. V.P.	70.8	0.0	70.8		65.4	81.7	98.0
	SENIOR V.P.				61.5	50.9	62.3	73.8
	VICE PRESIDENT	54.6	16.0	70.6		45.0	55.0	70.0
	VICE PRESIDENT	49.5	4.0	53.5		48.4	48.8	49.5
	GROUP EXEC.	37.5	9.4	46.9				
NO IN POSITION: 11								
492.3	WEIGHTED GROUP AVG:	\$ 73.1	\$ 15.4	\$ 88.5	\$ 84.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
99	CEO/PRESIDENT	\$ 76.0	\$ 7.8	\$ 83.8				
TO	CEO/PRESIDENT	71.6	0.0	71.6				
50	CEO/PRESIDENT	63.6	4.0	67.6		\$ 68.5	\$ 85.6	\$102.7
	SENIOR V.P.	62.8	24.9	87.7		52.2	63.9	75.7
	VICE PRESIDENT	59.2	4.0	63.2		45.9	57.4	68.8
	C.O.O.	57.3	0.0	57.3		49.6	62.7	75.9
	CEO/PRESIDENT	54.5	7.0	61.5				
	SENIOR V.P.	54.1	5.0	59.1				
	GROUP EXEC.				\$ 53.6			
	VICE PRESIDENT	52.5	0.0	52.5		40.0	53.4	66.7
	VICE PRESIDENT	47.5	0.0	47.5		30.5	38.2	44.0
	CEO/PRESIDENT	35.0	89.0	124.0				
	SENIOR V.P.				33.2			
	NO IN POSITION:	13						
72.8	WEIGHTED GROUP AVG:	\$ 57.6	\$ 12.9	\$ 70.5	\$ 43.4			
49	CEO/PRESIDENT				\$ 97.8	\$ 69.0	\$ 86.3	\$103.6
TO	SENIOR V.P.	\$ 78.8	\$ 23.6	\$102.4		50.9	63.7	78.8
25	SENIOR V.P.	60.0	7.3	67.3		55.0	67.0	80.0
	CEO/PRESIDENT	56.4	12.9	69.3				
	CEO/PRESIDENT	51.0	0.0	51.0				
		50.0	0.0	50.0				
	CEO/PRESIDENT	40.9	1.4	42.3				
	C.O.O.				38.2			
	CEO/PRESIDENT	35.0	0.0	35.0				
	NO IN POSITION:	9						
35.4	WEIGHTED GROUP AVG:	\$ 53.2	\$ 6.4	\$ 59.6	\$ 68.0			

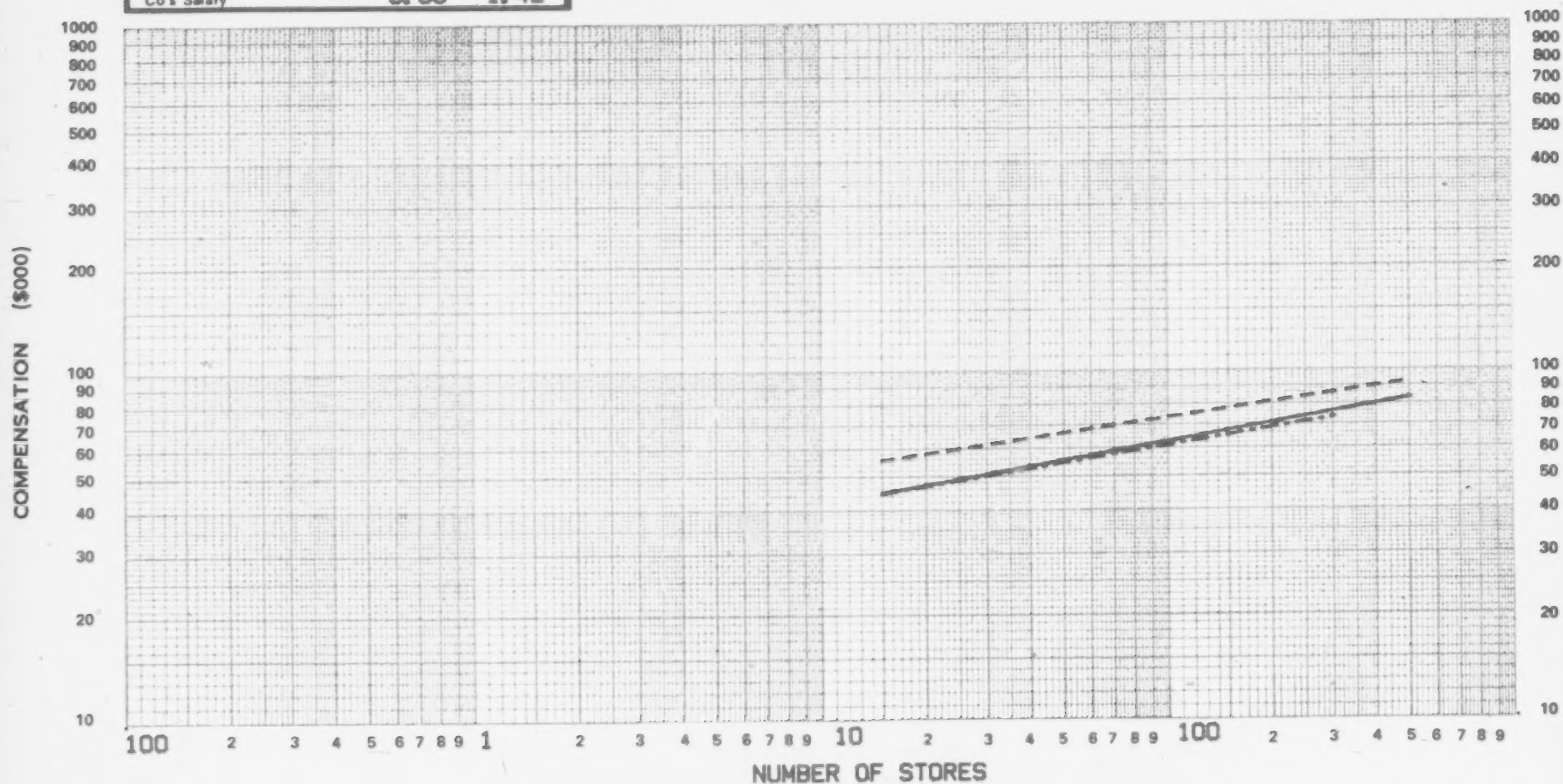
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
24 AND BELOW	C.O.O.	\$130.0	\$ 39.0	\$169.0				
	BOARD OF DIR.	67.5	44.5	112.0				
	CEO/PRESIDENT	55.0	20.0	75.0		\$ 52.0	\$ 65.0	\$ 77.9
	CEO/PRESIDENT				\$ 49.4			
	CEO/PRESIDENT	46.1	28.0	74.1				
	BOARD OF DIR.	39.0	6.0	45.0				
	SENIOR V.P.	38.7	1.5	40.2				
	SENIOR V.P.				38.0			
	BOARD OF DIR.	32.5	20.0	52.5				
	NO IN POSITION:	9						
14.1	WEIGHTED GROUP AVG:	\$ 58.4	\$ 22.7	\$ 81.1	\$ 43.7			
NO SCOPE REPORTED	CEO/PRESIDENT	\$110.0	\$194.4	\$304.4				
		92.1	41.7	133.8		\$ 95.8	\$123.8	\$151.8
	CEO/PRESIDENT	75.8	28.0	103.8		64.6	80.8	97.0
	VICE PRESIDENT	62.4	14.3	76.7		52.6	70.2	88.7
	EXEC. V.P.				\$ 56.6			
	VICE PRESIDENT	55.0	5.0	60.0				
	CEO/PRESIDENT	40.9	5.6	46.5		29.1	39.3	49.5
	EXEC. V.P.	28.6	0.0	28.6				
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	\$ 61.7	\$ 36.1	\$ 97.8	\$ 56.6			
	NO IN POSITION:	51						
162.1	POSITION AVERAGE:	\$ 60.8	\$ 18.5	\$ 79.3	\$ 61.9			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.31	1.26
Bonus Co's Total Comp	-----	0.13	1.39
Nonbonus Co's Salary	- - - - -	0.36	1.42

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND ABOVE	C.O.O.	\$138.9	\$ 48.4	\$187.3		\$108.0	\$135.0	\$162.0
	C.O.O.	122.4	74.2	196.6		124.9	165.8	206.6
	CEO/PRESIDENT	115.5	44.9	160.4				
	C.O.O.	112.0	0.0	112.0		78.1	104.0	130.0
	CEO/PRESIDENT	100.0	75.0	175.0				
	CEO/PRESIDENT	90.0	30.0	120.0		84.6	110.0	135.4
	VICE PRESIDENT				\$ 90.0			
	EXEC. V.P.				89.0	60.9	73.1	87.6
	EXEC. V.P.	88.0	17.4	105.4		67.7	90.3	112.9
	CEO/PRESIDENT	83.0	5.1	88.1				
	CEO/PRESIDENT				63.6			
	SENIOR V.P.	60.7	16.2	76.9		51.3	64.1	76.9
	GROUP EXEC.	50.0	12.5	62.5				
	SENIOR V.P.				48.3	39.6	48.5	57.4
	NO IN POSITION:	14						
\$ 4417.3	WEIGHTED GROUP AVG:	\$ 96.1	\$ 32.3	\$128.4	\$ 72.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

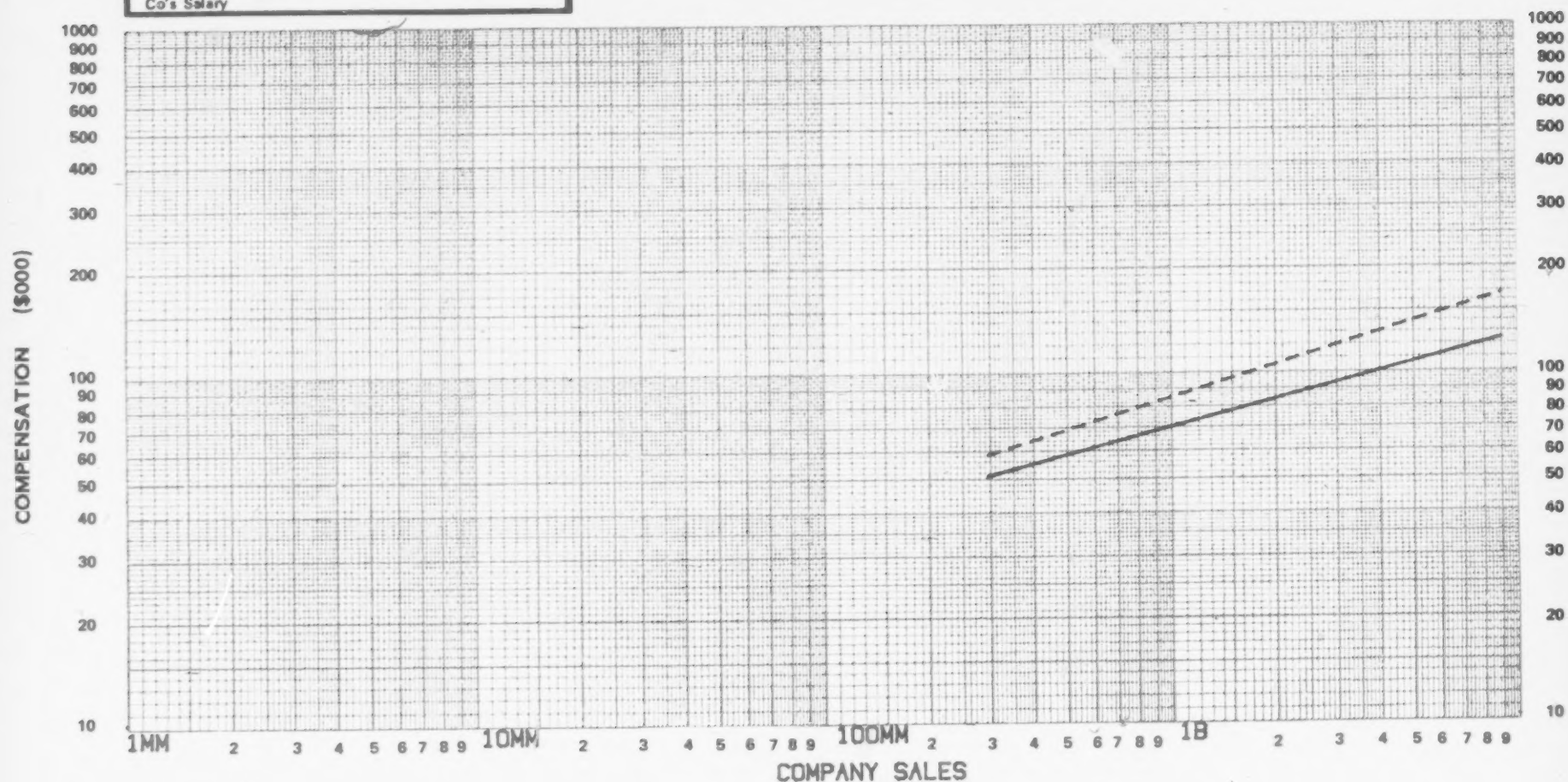
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1499.9	CEO/PRESIDENT	\$175.0	\$ 62.3	\$237.3		\$119.0	\$148.8	\$178.5
TO	C.O.O.	118.8	0.0	118.8		71.3	92.0	112.7
\$750.0	C.O.O.	97.0	26.0	123.0		85.0	100.0	115.0
	VICE PRESIDENT	92.0	32.7	124.7		84.2	105.2	126.3
	EXEC. V.P.	76.5	0.0	76.5		65.4	81.7	98.0
	SENIOR V.P.				\$ 70.0	56.8	70.7	84.6
	SENIOR V.P.	67.3	3.8	71.1		51.5	64.4	77.3
	VICE PRESIDENT	53.3	0.0	53.3		42.9	49.4	55.9
	SENIOR V.P.	48.4	4.1	52.5				
	SENIOR V.P.	47.4	6.9	54.3		37.0	45.3	53.7
		-----	-----	-----	-----			
	NO IN POSITION:	10						
\$ 1032.5	WEIGHTED GROUP AVG:	\$ 86.2	\$ 15.1	\$101.3	\$ 70.0			
		-----	-----	-----	-----			
\$749.9	CEO/PRESIDENT	\$ 82.6	\$ 0.0	\$ 82.6				
AND BELOW	CEO/PRESIDENT	70.0	7.0	77.0				
	GROUP EXEC.				\$ 68.7			
	BOARD OF DIR.				65.0			
	CEO/PRESIDENT	59.8	5.3	65.1				
	CEO/PRESIDENT	51.8	5.6	57.4		\$ 29.1	\$ 39.3	\$ 49.5
		50.0	0.0	50.0				
	SENIOR V.P.				41.2			
	BOARD OF DIR.	32.5	15.4	47.9				
	CEO/PRESIDENT	30.0	50.0	80.0				
		-----	-----	-----	-----			
	NO IN POSITION:	10						
\$ 430.9	WEIGHTED GROUP AVG:	\$ 53.8	\$ 11.9	\$ 65.7	\$ 58.3			
		-----	-----	-----	-----			
	NO IN POSITION:	34						
\$ 2249.3	POSITION AVERAGE:	\$ 81.3	\$ 20.8	\$102.1	\$ 67.0			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.37	1.40
Bonus Co's Total Comp - - - - -	0.48	1.37
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
100 AND ABOVE	C.O.O.	\$138.9	\$ 48.4	\$187.3		\$108.0	\$135.0	\$162.0
	CEO/PRESIDENT	115.5	44.9	160.4				
	C.O.O.	97.0	26.0	123.0		85.0	100.0	115.0
	CEO/PRESIDENT	90.0	30.0	120.0		84.6	110.0	135.4
	EXEC. V.P.				\$ 89.0	60.9	73.1	87.6
	EXEC. V.P.	88.0	17.4	105.4		67.7	90.3	112.9
	EXEC. V.P.	76.5	0.0	76.5		65.4	81.7	98.0
	GROUP EXEC.	50.0	12.5	62.5				
	SENIOR V.P.	48.4	4.1	52.5				
	SENIOR V.P.				48.3	39.6	48.5	57.4
NO IN POSITION: 10								
618.1	WEIGHTED GROUP AVG:	\$ 88.0	\$ 23.0	\$111.0	\$ 68.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
99	CEO/PRESIDENT	\$175.0	\$ 62.3	\$237.3		\$119.0	\$148.8	\$178.5
TO	C.O.O.	118.8	0.0	118.8		71.3	92.0	112.7
50	C.O.O.	112.0	0.0	112.0		78.1	104.0	130.0
	CEO/PRESIDENT	83.0	5.1	88.1				
	CEO/PRESIDENT	82.6	0.0	82.6				
	CEO/PRESIDENT	70.0	7.0	77.0				
	SENIOR V.P.				\$ 70.0	56.8	70.7	84.6
	GROUP EXEC.				68.7			
	SENIOR V.P.	67.3	3.8	71.1		51.5	64.4	77.3
	SENIOR V.P.	47.4	6.9	54.3		37.0	45.3	53.7
	SENIOR V.P.				41.2			
	CEO/PRESIDENT	30.0	50.0	80.0				
	NO IN POSITION:	12						
71.7	WEIGHTED GROUP AVG:	\$ 87.3	\$ 15.1	\$102.4	\$ 60.0			
49	BOARD OF DIR.				\$ 65.0			
AND BELOW	CEO/PRESIDENT	\$ 59.8	\$ 5.3	\$ 65.1				
		50.0	0.0	50.0				
	BOARD OF DIR.	32.5	15.4	47.9				
	NO IN POSITION:	4						
26.0	WEIGHTED GROUP AVG:	\$ 47.4	\$ 6.9	\$ 54.3	\$ 65.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

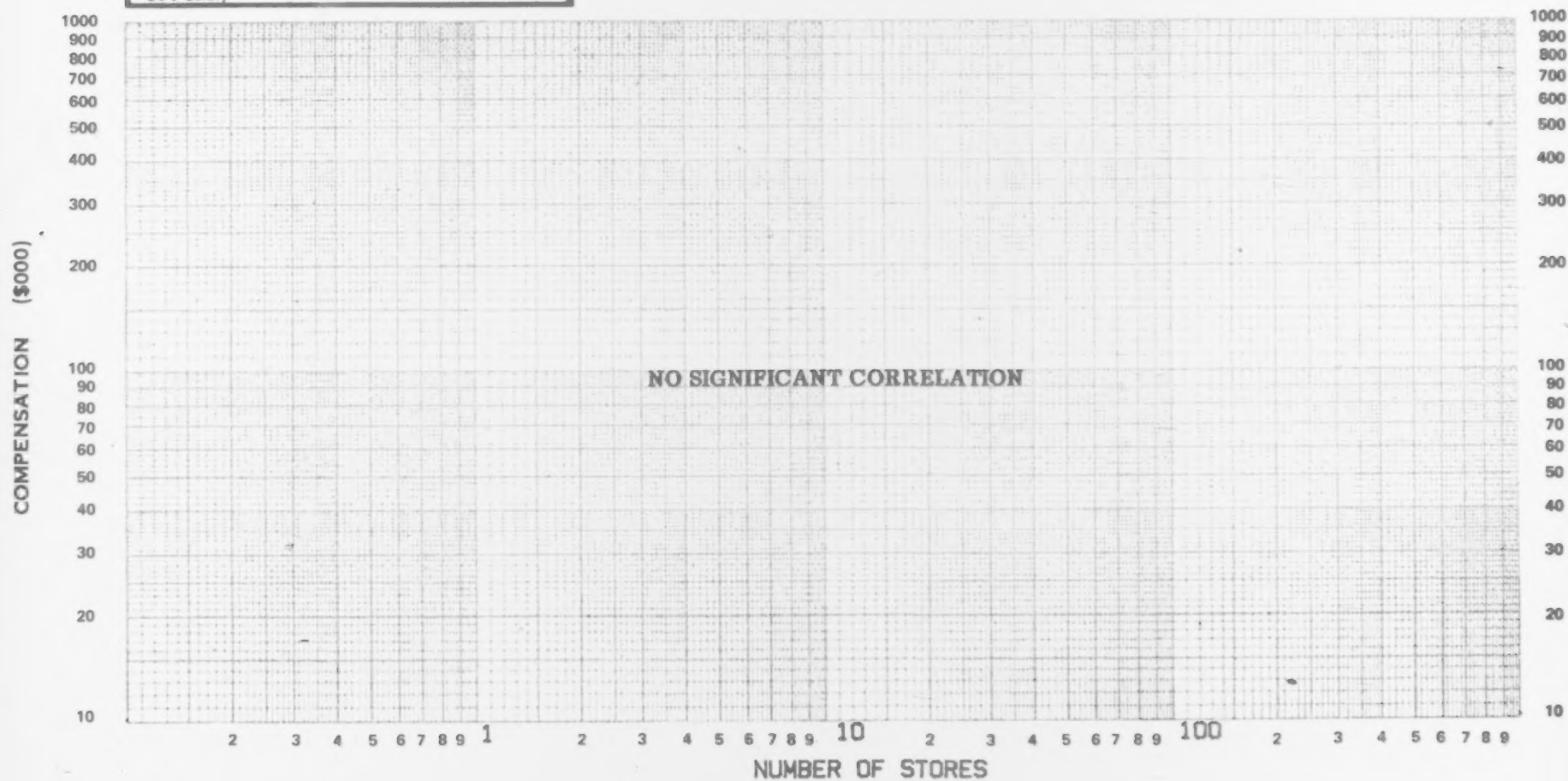
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	\$122.4	\$ 74.2	\$196.6		\$124.9	\$165.8	\$206.6
	CEO/PRESIDENT	100.0	75.0	175.0				
	VICE PRESIDENT	92.0	32.7	124.7		84.2	105.2	126.3
	VICE PRESIDENT				\$ 90.0			
	CEO/PRESIDENT				63.6			
	SENIOR V.P.	60.7	16.2	76.9		51.3	64.1	76.9
	VICE PRESIDENT	53.3	0.0	53.3		42.9	49.4	55.9
	CEO/PRESIDENT	51.8	5.6	57.4		29.1	39.3	49.5
NO IN POSITION: 8								
WEIGHTED GROUP AVG:		\$ 80.0	\$ 34.0	\$114.0	\$ 76.8			

274.8	NO IN POSITION: 34							
	POSITION AVERAGE:	\$ 81.3	\$ 20.8	\$102.1	\$ 67.0			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-.-.-.-	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS
PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	SENIOR V.P.	\$ 78.0	\$ 11.8	\$ 89.8				
	GROUP EXEC.	71.4	12.8	84.2		\$ 74.2	\$ 92.7	\$111.2
	SENIOR V.P.	70.2	6.0	76.2		46.0	57.5	69.0
	SENIOR V.P.	57.8	12.3	70.1		46.2	57.8	69.4
	VICE PRESIDENT				\$ 54.9	42.5	53.1	66.4
	EXEC. V.P.				53.6	41.8	55.7	69.7
	VICE PRESIDENT				36.0			
NO IN POSITION: 7								
\$ 4929.7	WEIGHTED GROUP AVG:	\$ 69.4	\$ 10.7	\$ 80.1	\$ 48.2			
\$2499.9 TO \$1000.0	SENIOR V.P.				\$ 75.0	\$ 70.0	\$ 75.0	\$ 80.0
	CEO/PRESIDENT	\$ 70.0	\$ 5.0	\$ 75.0				
	SENIOR V.P.	63.4	0.0	63.4		50.9	63.6	76.3
	SENIOR V.P.	63.0	0.0	63.0		51.0	63.8	76.6
	VICE PRESIDENT	58.1	11.6	69.7		46.6	62.2	77.7
	SENIOR V.P.	47.0	0.0	47.0		36.4	48.5	60.6
	ASST. V.P./DIR				42.9	42.9	49.4	55.9
	SENIOR V.P.				42.0	35.4	43.3	51.3
	EXEC. V.P.	40.5	0.0	40.5		40.4	50.5	60.6
	VICE PRESIDENT	32.5	0.0	32.5		26.9	35.0	40.3
NO IN POSITION: 10								
\$ 1544.6	WEIGHTED GROUP AVG:	\$ 53.5	\$ 2.4	\$ 55.9	\$ 53.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS
PREVENTION EXEC.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$999.9	SENIOR V.P.	\$ 56.9	\$ 3.5	\$ 60.4		\$ 46.6	\$ 58.3	\$ 70.0
TO	VICE PRESIDENT	53.8	15.5	69.3		45.0	55.0	65.0
\$500.0	CEO/PRESIDENT	50.7	3.7	54.4				
	EXEC. V.P.				\$ 46.5	35.3	43.3	51.2
	SENIOR V.P.				45.7	41.4	50.7	60.0
	VICE PRESIDENT	45.0	0.0	45.0		37.5	46.7	55.9
	VICE PRESIDENT	40.7	8.0	48.7		39.1	49.7	60.3
	C.O.O.	36.1	10.4	46.5				
	CEO/PRESIDENT	36.0	0.0	36.0		30.8	41.0	51.3
	CEO/PRESIDENT	30.0	45.0	75.0				
NO IN POSITION: 10								
\$ 767.6	WEIGHTED GROUP AVG:	\$ 43.7	\$ 10.7	\$ 54.4	\$ 46.1			
\$499.9	C.O.O.	\$ 70.5	\$ 18.0	\$ 88.5		\$ 27.0	\$ 33.8	\$ 40.6
TO	C.O.O.	61.2	8.1	69.3		55.0	67.0	80.0
\$250.0	GROUP EXEC.				\$ 51.2			
	SENIOR V.P.				46.6			
	VICE PRESIDENT	38.4	0.0	38.4				
	EXEC. V.P.	38.0	13.0	51.0				
	CEO/PRESIDENT				37.7			
	CEO/PRESIDENT				37.7	31.0	38.8	46.6
	CEO/PRESIDENT	36.4	0.0	36.4				
	VICE PRESIDENT				34.6			
	C.O.O.	32.2	2.2	34.4		31.2	36.8	42.4
	C.O.O.	31.0	1.5	32.5				
	EXEC. V.P.	29.9	25.7	55.6				
	VICE PRESIDENT	29.7	3.4	33.1		21.0	24.9	28.8
NO IN POSITION: 14								
\$ 370.0	WEIGHTED GROUP AVG:	\$ 40.8	\$ 8.0	\$ 48.8	\$ 41.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS
PREVENTION EXEC.

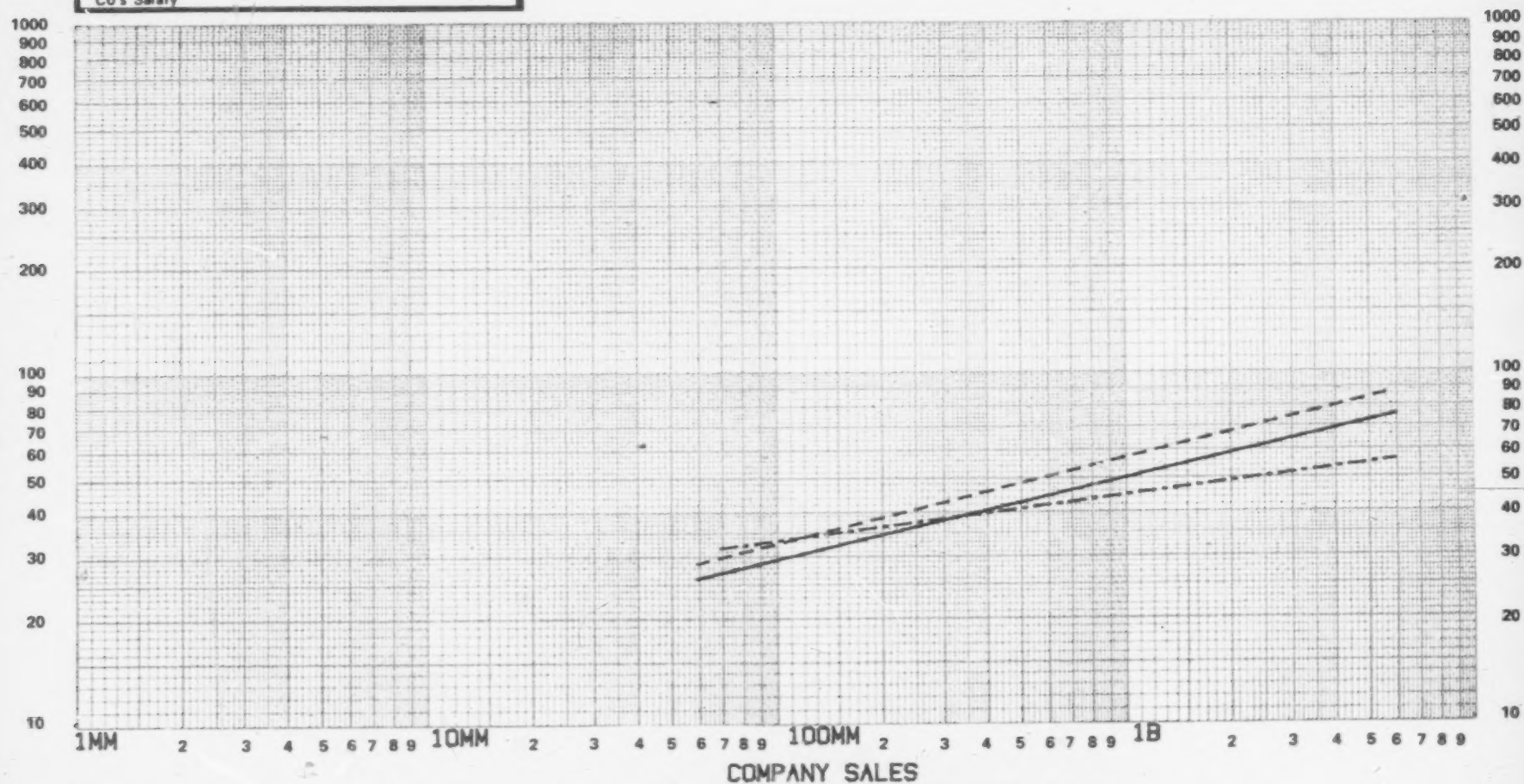
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	VICE PRESIDENT	\$ 50.0	\$ 12.5	\$ 62.5				
	EXEC. V.P.				\$ 41.6			
	SENIOR V.P.				37.0			
		35.0	0.0	35.0				
	VICE PRESIDENT	35.0	5.0	40.0				
	CEO/PRESIDENT	33.0	0.0	33.0				
	GROUP EXEC.	32.0	0.0	32.0		\$ 28.0	\$ 30.8	\$ 33.9
	EXEC. V.P.	31.8	1.2	33.0				
	CEO/PRESIDENT				28.6			
	EXEC. V.P.				22.1			
NO IN POSITION: 11								
\$ 146.5	WEIGHTED GROUP AVG:	\$ 35.5	\$ 2.7	\$ 38.2	\$ 32.3			

NO IN POSITION: 52								
\$ 1238.9	POSITION AVERAGE:	\$ 46.2	\$ 6.8	\$ 53.0	\$ 43.2			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.64	1.21
Bonus Co's Total Comp	-----	0.62	1.23
Nonbonus Co's Salary	-.-.-.-	0.40	1.24

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #17 - TOP SECURITY/LOSS
PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION
EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1000.0 AND ABOVE	SENIOR V.P.	\$ 50.0	\$ 12.0	\$ 62.0				
	VICE PRESIDENT	47.8	6.4	54.2		\$ 43.2	\$ 52.8	\$ 62.3
	VICE PRESIDENT	47.4	5.1	52.5		42.2	51.5	60.8
	VICE PRESIDENT				\$ 45.6	38.2	46.5	54.8
	VICE PRESIDENT	43.5	0.0	43.5		35.6	44.5	53.4
	VICE PRESIDENT				41.8			
	EXEC. V.P.	40.5	3.0	43.5		36.9	46.1	55.4
	VICE PRESIDENT				39.3	34.5	39.5	44.5
	VICE PRESIDENT				29.5			
	DIV. V.P./MGR.	27.0	0.0	27.0		23.4	28.6	33.0
NO IN POSITION: 17								
\$ 3661.3	WEIGHTED GROUP AVG:	\$ 45.3	\$ 5.1	\$ 50.4	\$ 39.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION
EXECUTIVE

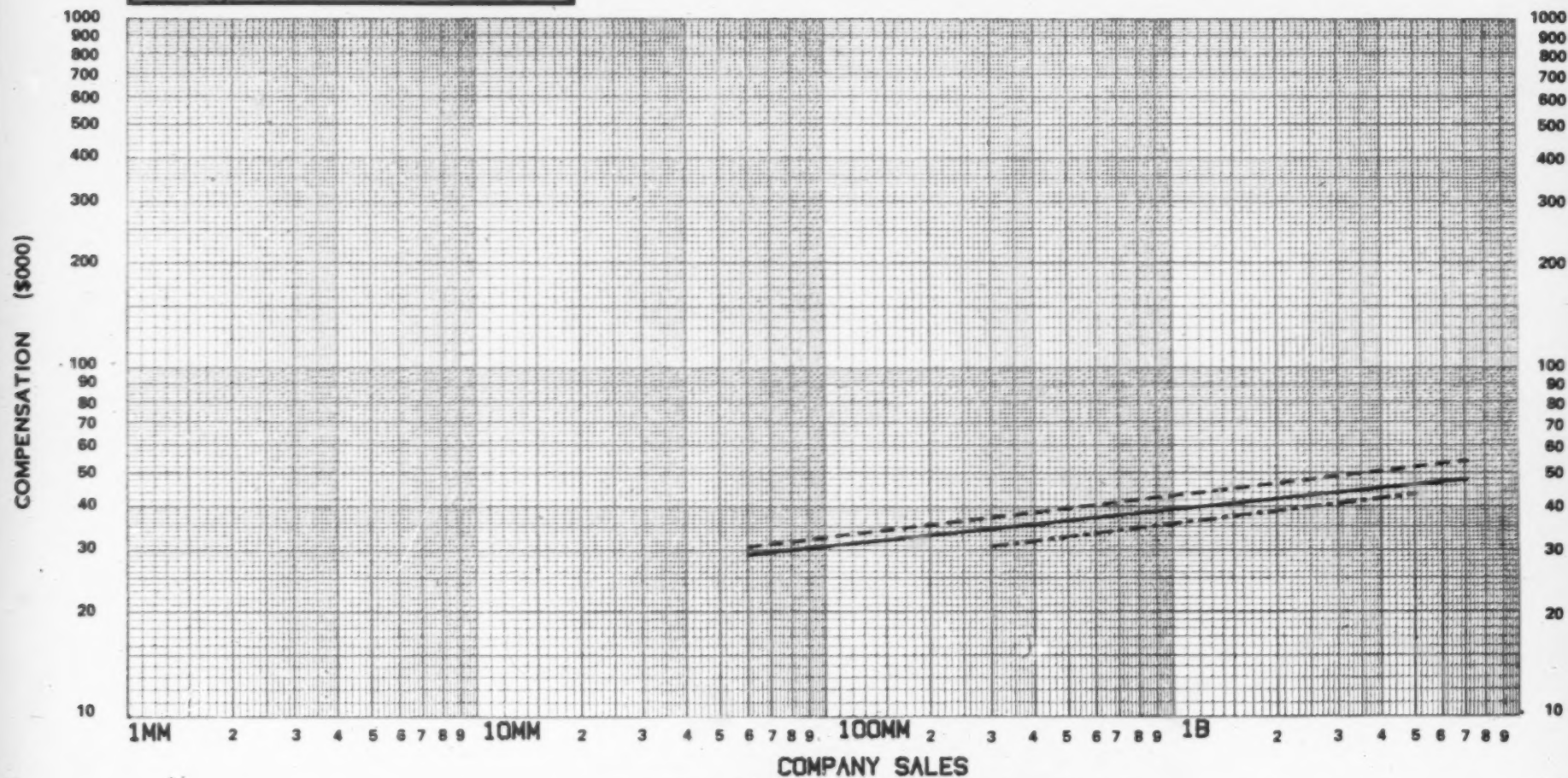
SCOPE COMPANY SALES (\$MIL.)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$999.9 AND BELOW	VICE PRESIDENT	\$ 43.9	\$ 4.9	\$ 48.8		\$ 38.0	\$ 45.5	\$ 53.0
	ASST. V.P./DIR				\$ 38.7	33.3	40.8	48.3
	ASST. V.P./DIR	38.0	0.0	38.0		26.9	33.8	40.6
	CEO/PRESIDENT	35.4	2.0	37.4				
		35.0	0.0	35.0				
	CEO/PRESIDENT	34.6	6.5	41.1				
	EXEC. V.P.	32.0	0.0	32.0				
	ASST. V.P./DIR				30.5			
	EXEC. V.P.	28.6	14.2	42.8				
		26.0	0.0	26.0				
NO IN POSITION: 10								
\$ 478.8	WEIGHTED GROUP AVG:	\$ 34.2	\$ 3.4	\$ 37.6	\$ 34.6			
NO IN POSITION: 27								
\$ 2482.6	POSITION AVERAGE:	\$ 41.1	\$ 4.4	\$ 45.5	\$ 37.6			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.40	1.18
Bonus Co's Total Comp	-----	0.37	1.23
Nonbonus Co's Salary	- - - - -	0.43	1.16

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #18 - TOP SANITATION
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING &
PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	CEO/PRESIDENT	\$231.5	\$ 0.0	\$231.5		\$167.0	\$200.0	\$240.0
	C.O.O.	205.0	70.0	275.0		184.6	240.0	295.3
	CEO/PRESIDENT	170.0	82.8	252.8		145.0	181.0	217.0
	SENIOR V.P.	150.1	34.9	185.0		109.5	136.9	164.2
	CEO/PRESIDENT	110.0	200.0	310.0				
	C.O.O.	109.0	20.1	129.1		81.4	108.4	135.6
	CEO/PRESIDENT	99.5	39.3	138.8		92.8	116.0	139.2
	C.O.O.	85.0	42.5	127.5				
	VICE PRESIDENT				\$ 67.9			
	NO IN POSITION:	9						
\$ 4753.0	WEIGHTED GROUP AVG:	\$145.0	\$ 61.2	\$206.2	\$ 67.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING &
PROCUREMENT EXEC.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$1000.0	C.O.O.	\$220.0	\$ 0.0	\$220.0				
	EXEC. V.P.	155.0	25.0	180.0		\$109.9	\$137.4	\$164.9
	CEO/PRESIDENT	142.0	45.5	187.5		107.5	134.4	161.2
	C.O.O.				\$142.0	93.1	116.4	139.7
	CEO/PRESIDENT	140.0	42.0	182.0		105.7	133.2	160.7
	CEO/PRESIDENT	127.0	0.0	127.0		104.0	130.0	156.0
	C.O.O.	114.6	50.0	164.6		92.2	115.2	138.2
	EXEC. V.P.	95.0	0.5	95.5		78.1	104.1	130.0
	C.O.O.	75.0	0.0	75.0		54.4	68.5	78.8
	EXEC. V.P.	75.0	10.3	85.3				
	CEO/PRESIDENT	48.0	12.0	60.0				

	NO IN POSITION: 11							
\$ 1511.3	WEIGHTED GROUP AVG:	\$119.2	\$ 18.5	\$137.7	\$142.0			

\$999.9 TO \$500.0	SENIOR V.P.	\$225.0	\$ 0.0	\$225.0				
	C.O.O.				\$130.5			
	C.O.O.	106.8	11.2	118.0		\$ 83.2	\$104.0	\$124.8
	CEO/PRESIDENT	98.1	49.0	147.1		69.5	86.8	104.2
	C.O.O.	95.1	19.8	114.9				
	C.O.O.	80.0	20.7	100.7		70.0	80.0	95.0
	C.O.O.	79.8	16.4	96.2				
	EXEC. V.P.	78.0	41.1	119.1		69.0	84.5	100.0
	CEO/PRESIDENT	40.0	228.0	268.0				
	VICE PRESIDENT	39.7	0.0	39.7		30.8	41.0	51.3

	NO IN POSITION: 10							
\$ 797.0	WEIGHTED GROUP AVG:	\$ 93.6	\$ 42.9	\$136.5	\$130.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING &
PROCUREMENT EXEC.

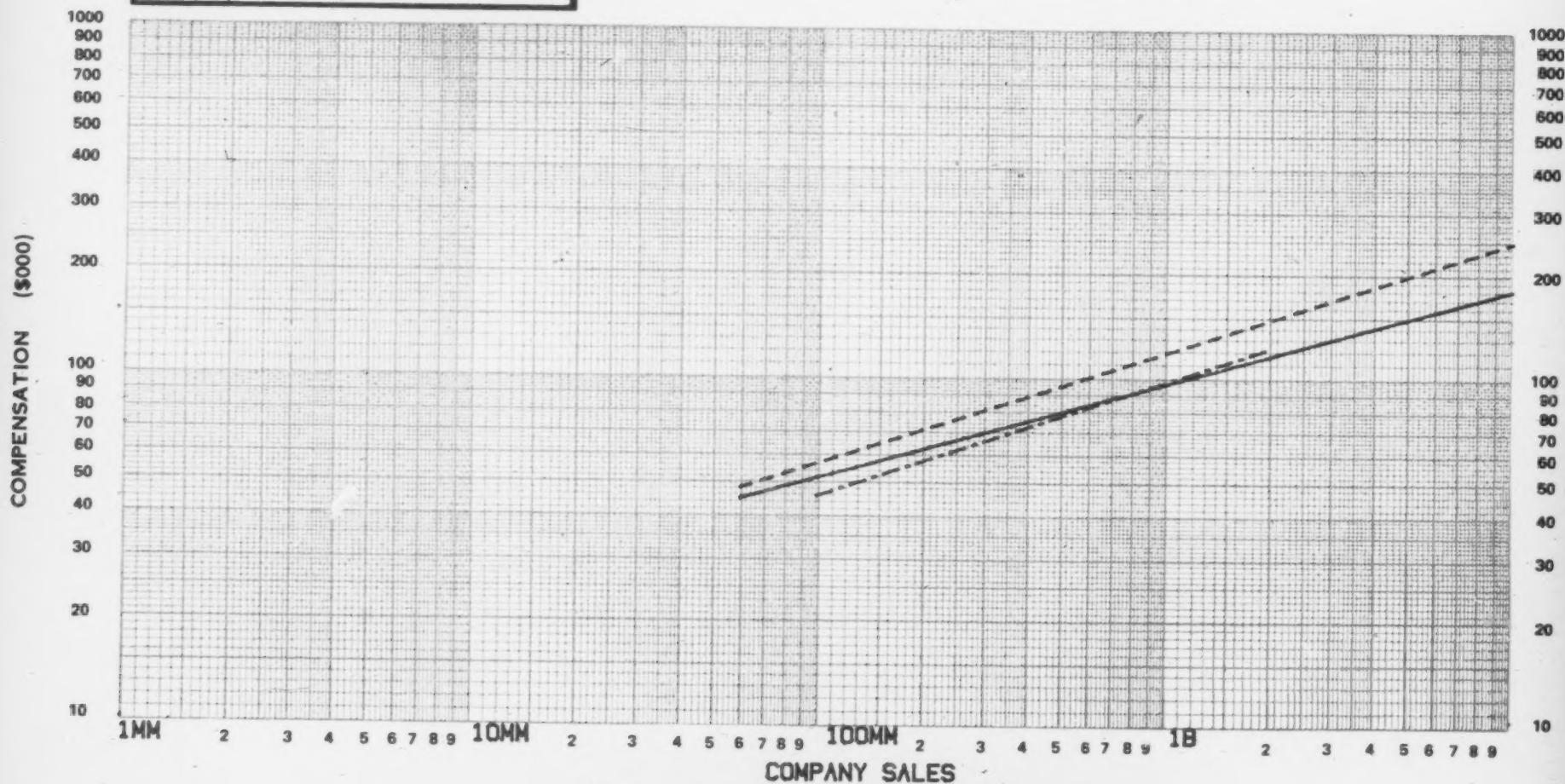
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9	C.O.O.	\$130.0	\$ 40.0	\$170.0		\$101.6	\$127.1	\$152.5
TO	CEO/PRESIDENT	105.5	0.0	105.5				
\$250.0	CEO/PRESIDENT	90.4	45.1	135.5		110.9	138.0	165.0
	CEO/PRESIDENT	82.6	0.0	82.6				
	CEO/PRESIDENT	69.8	10.0	79.8		67.7	79.7	91.7
	GROUP EXEC.				\$ 69.2			
	CEO/PRESIDENT	67.2	7.0	74.2				
	C.O.O.	62.5	15.6	78.1		60.0	70.0	80.0
	VICE PRESIDENT	60.0	30.0	90.0				
	SENIOR V.P.				58.7			
	VICE PRESIDENT				58.0	40.0	47.9	57.2
	SENIOR V.P.				48.0			
	CEO/PRESIDENT				44.1			
	NO IN POSITION: 13							
\$ 375.6	WEIGHTED GROUP AVG:	\$ 83.5	\$ 18.5	\$102.0	\$ 55.6			
\$249.9 AND BELOW	C.O.O.	\$125.0	\$ 37.5	\$162.5				
	EXEC. V.P.				\$ 80.0			
	CEO/PRESIDENT	77.5	0.0	77.5				
	CEO/PRESIDENT				75.2			
		60.0	0.0	60.0				
	CEO/PRESIDENT	59.8	7.0	66.8				
	CEO/PRESIDENT	46.0	0.0	46.0				
		45.5	4.0	49.5				
	CEO/PRESIDENT	40.3	6.2	46.5				
	BOARD OF DIR.	39.0	2.0	41.0		\$ 37.0	\$ 40.8	\$ 44.9
	EXEC. V.P.	33.2	5.3	38.5				
		30.0	5.0	35.0				
	NO IN POSITION: 12							
\$ 115.3	WEIGHTED GROUP AVG:	\$ 55.6	\$ 6.7	\$ 62.3	\$ 77.6			
\$ 1338.9	NO IN POSITION: 55							
	POSITION AVERAGE:	\$ 98.2	\$ 28.3	\$126.5	\$ 77.4			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.54	1.42
Bonus Co's Total Comp - - - - -	0.59	1.46
Nonbonus Co's Salary - . - . -	0.36	1.42

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #19 - TOP MERCHANDISING &
PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING
EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	EXEC. V.P.	\$100.0	\$ 17.0	\$117.0		\$ 79.0	\$ 95.0	\$113.0
	CEO/PRESIDENT	93.5	50.0	143.5				
	SENIOR V.P.	91.5	20.9	112.4		91.2	114.0	136.8
	EXEC. V.P.	80.0	22.5	102.5		76.9	100.0	123.0
	SENIOR V.P.	71.9	17.4	89.3		55.6	69.5	83.4
	VICE PRESIDENT				\$ 70.0	55.9	69.8	83.8
	VICE PRESIDENT				62.1			
	SENIOR V.P.	62.0	5.6	67.6		46.6	62.0	77.6
	VICE PRESIDENT	55.7	14.0	69.7		57.1	71.4	85.2
	VICE PRESIDENT	50.4	2.7	53.1		57.7	71.4	85.2
NO IN POSITION: 10								
\$ 4576.8	WEIGHTED GROUP AVG:	\$ 75.6	\$ 18.8	\$ 94.4	\$ 66.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9	EXEC. V.P.	\$ 80.5	\$ 5.0	\$ 85.5				
TO	VICE PRESIDENT	73.0	17.2	90.2		\$ 52.6	\$ 70.2	\$ 88.7
\$1000.0	EXEC. V.P.				\$ 66.0			
	GROUP EXEC.	58.8	14.2	73.0		39.7	51.6	63.4
	SENIOR V.P.				58.0	48.1	59.4	70.7
	CEO/PRESIDENT	55.0	13.0	68.0				
	VICE PRESIDENT				50.0	50.9	62.3	73.8
	DIV. V.P./MGR.	43.9	4.0	47.9		41.9	52.4	62.9
					43.7	42.9	49.4	55.9
	VICE PRESIDENT	43.5	0.0	43.5		30.5	38.2	44.0
	ASST. V.P./DIR	33.9	0.0	33.9		36.1	45.2	54.2
	NO IN POSITION: 11							
\$ 1583.3	WEIGHTED GROUP AVG:	\$ 55.5	\$ 7.6	\$ 63.1	\$ 54.4			
\$999.9	GROUP EXEC.				\$ 80.9	\$ 57.1	\$ 71.5	\$ 85.7
TO	SENIOR V.P.	\$ 80.0	\$ 4.4	\$ 84.4		58.2	72.8	87.4
\$500.0	SENIOR V.P.	60.5	9.7	70.2				
	VICE PRESIDENT	60.3	11.5	71.8		52.2	63.9	75.7
	VICE PRESIDENT	55.0	0.0	55.0		50.0	60.0	70.0
	EXEC. V.P.	54.6	5.1	59.7				
	VICE PRESIDENT	44.0	0.0	44.0		34.9	43.2	51.6
	VICE PRESIDENT	35.1	0.0	35.1		27.7	36.9	46.1
	BOARD OF DIR.	32.5	6.0	38.5				
	VICE PRESIDENT	30.0	40.0	70.0				
	NO IN POSITION: 10							
\$ 801.6	WEIGHTED GROUP AVG:	\$ 50.2	\$ 8.5	\$ 58.7	\$ 80.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 TO \$250.0	GROUP EXEC.				\$ 56.8			
	VICE PRESIDENT	\$ 52.0	\$ 3.0	\$ 55.0				
	VICE PRESIDENT	48.3	4.6	52.9		\$ 26.2	\$ 33.8	\$ 41.3
	SENIOR V.P.	45.1	0.0	45.1				
	VICE PRESIDENT	44.3	3.6	47.9		40.4	47.5	54.6
	SENIOR V.P.				43.3			
	EXEC. V.P.	43.0	8.1	51.1		31.1	39.0	46.8
	ASST. V.P./DIR				42.9			
	VICE PRESIDENT				41.6	27.0	32.0	38.4
	VICE PRESIDENT				40.6			
	VICE PRESIDENT	31.9	2.8	34.7		25.0	32.5	40.0
		31.0	1.5	32.5				
	EXEC. V.P.	23.4	8.7	32.1				
	NO IN POSITION: 13							
\$ 367.1	WEIGHTED GROUP AVG:	\$ 39.9	\$ 4.0	\$ 43.9	\$ 45.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING
EXECUTIVE

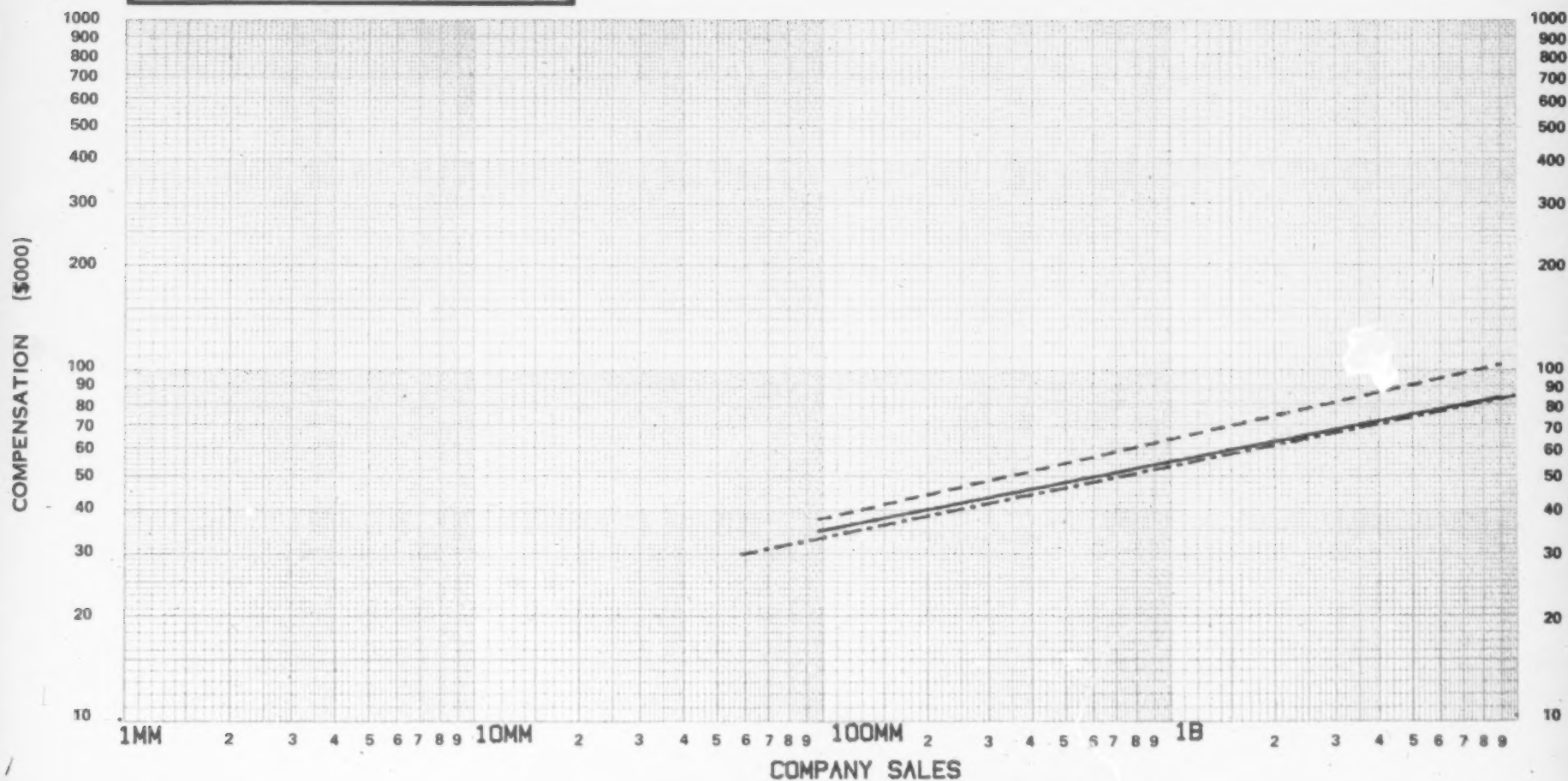
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	VICE PRESIDENT	\$ 85.8	\$ 21.5	\$107.3				
	CEO/PRESIDENT	80.0	10.0	90.0				
		60.0	0.0	60.0				
		52.0	7.0	59.0				
	EXEC. V.P.	51.5	1.3	52.8				
		50.0	5.0	55.0				
	SENIOR V.P.				\$ 47.7			
	EXEC. V.P.	40.0	3.0	43.0				
		33.8	4.0	37.8	38.4			
	VICE PRESIDENT				31.7			
	CEO/PRESIDENT	29.9	0.0	29.9				
	CEO/PRESIDENT				28.0			
					20.0			
\$ 135.4	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	\$ 53.7	\$ 5.7	\$ 59.4	\$ 33.2			
\$ 1342.5	NO IN POSITION: 58							
	POSITION AVERAGE:	\$ 54.8	\$ 8.9	\$ 63.7	\$ 48.3			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.40	1.32
Bonus Co's Total Comp - - - - -	0.45	1.34
Nonbonus Co's Salary - . - . -	0.66	1.24

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #20 - TOP ADVERTISING
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS
EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$750.0 AND ABOVE	EXEC. V.P.	\$105.0	\$ 27.8	\$132.8		\$ 79.0	\$ 95.0	\$113.0
	SENIOR V.P.	104.1	35.4	139.5		104.0	130.0	156.0
	EXEC. V.P.	85.0	0.0	85.0		72.0	89.9	107.9
	C.O.O.	82.0	26.0	108.0		70.8	92.0	113.2
	EXEC. V.P.	81.0	4.9	85.9				
	GROUP EXEC.	68.2	16.3	84.5		45.7	59.3	73.0
	VICE PRESIDENT	67.7	9.3	77.0		61.2	76.5	91.8
	SENIOR V.P.	60.0	9.6	69.6		48.1	59.4	70.7
	GROUP EXEC.				\$ 60.0			
	SENIOR V.P.	55.0	27.5	82.5				
NO IN POSITION: 10								
\$ 1585.9	WEIGHTED GROUP AVG:	\$ 78.7	\$ 17.4	\$ 96.1	\$ 60.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS
EXECUTIVE

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$749.9 TO \$250.0	CEO/PRESIDENT GROUP EXEC.				\$103.0 87.9	\$ 69.0 48.0	\$ 86.3 64.0	\$103.6 80.0
	SENIOR V.P.	\$ 85.0	\$ 0.0	\$ 85.0		57.0	71.3	85.6
	VICE PRESIDENT	70.0	0.0	70.0		60.0	70.0	85.0
	CEO/PRESIDENT	69.0	13.0	82.0				
	VICE PRESIDENT	66.1	0.0	66.1				
	C.O.O.	65.0	0.0	65.0		53.4	68.0	82.6
	SENIOR V.P.	64.0	7.0	71.0				
	VICE PRESIDENT	61.8	10.7	72.5				
	VICE PRESIDENT	58.0	30.2	88.2		52.2	63.9	75.7
	VICE PRESIDENT	51.7	11.2	62.9		39.1	49.7	60.3
	VICE PRESIDENT	50.0	0.0	50.0		34.0	53.4	61.5
	VICE PRESIDENT	35.0	54.0	89.0				

\$ 425.0	NO IN POSITION: 14 WEIGHTED GROUP AVG:	\$ 60.5	\$ 10.5	\$ 71.0	\$ 95.4			

\$249.9 TO \$100.0	VICE PRESIDENT	\$ 60.8	\$ 0.0	\$ 60.8				
	VICE PRESIDENT	57.2	6.2	63.4		\$ 47.9	\$ 56.3	\$ 64.7
	GROUP EXEC.	56.7	20.0	76.7				
	VICE PRESIDENT	52.8	4.5	57.3		29.1	39.3	49.5
		52.0	4.5	56.5				
	VICE PRESIDENT	49.0	23.0	72.0				
	VICE PRESIDENT	46.8	5.2	52.0		40.0	47.5	55.0
	EXEC. V.P.	43.6	1.7	45.3				

\$ 187.7	NO IN POSITION: 10 WEIGHTED GROUP AVG:	\$ 53.2	\$ 10.5	\$ 63.7				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS
EXECUTIVE

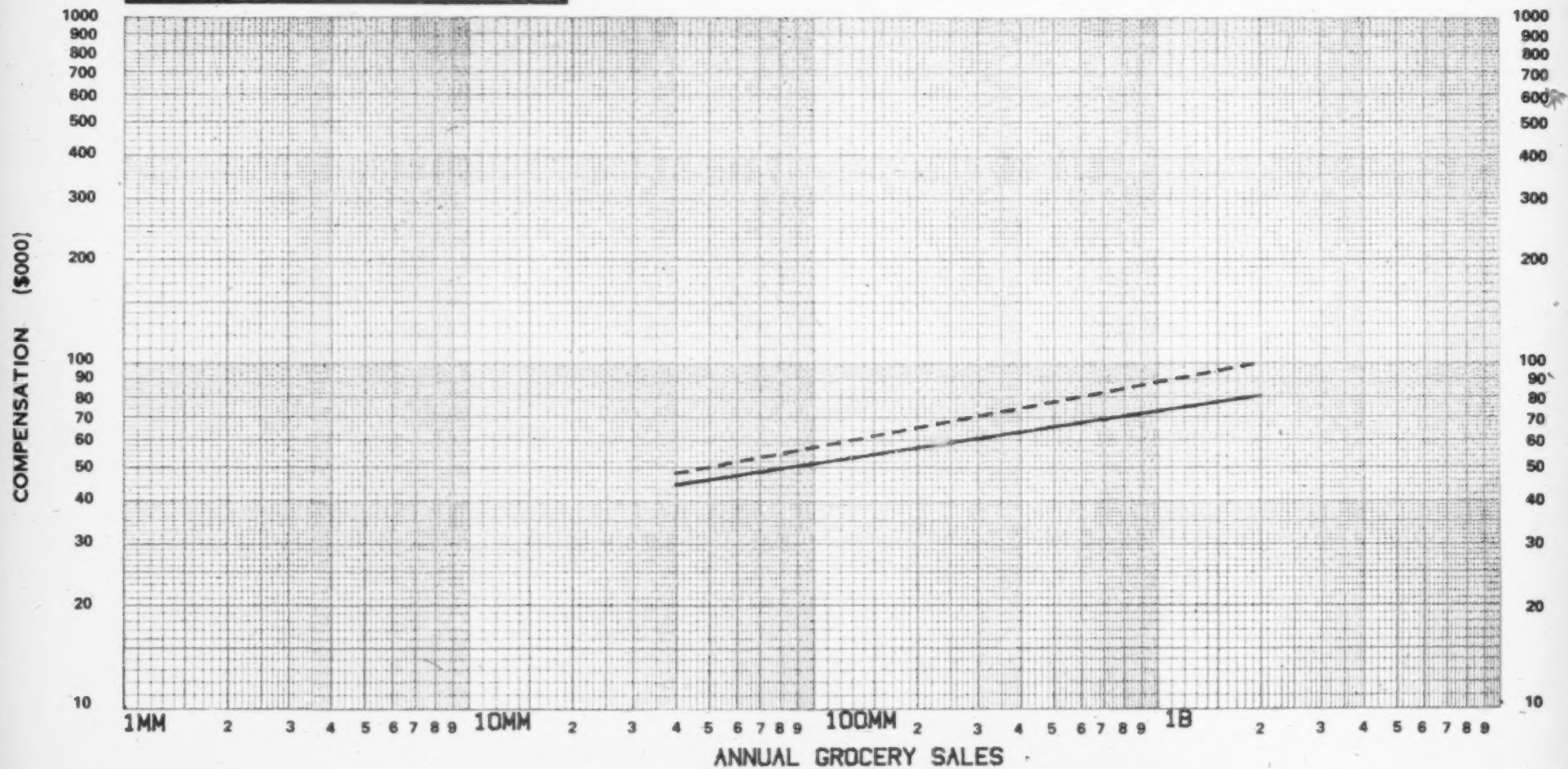
SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$99.9 AND BELOW	VICE PRESIDENT	\$ 72.0	\$ 18.0	\$ 90.0				
	CEO/PRESIDENT	68.0	2.0	70.0				
	VICE PRESIDENT				\$ 60.0			
	VICE PRESIDENT	54.0	3.0	57.0				
	BOARD OF DIR.	52.0	3.0	55.0				
	CEO/PRESIDENT	51.0	7.0	58.0				
	CEO/PRESIDENT	46.2	0.0	46.2				
	CEO/PRESIDENT				42.8			
		35.0	0.0	35.0				
	EXEC. V.P.	32.7	4.0	36.7				
NO IN POSITION: 10								
\$ 64.7	WEIGHTED GROUP AVG:	\$ 51.4	\$ 4.6	\$ 56.0	\$ 51.4			
NO SCOPE REPORTED	C.O.O.	\$ 94.0	\$ 9.4	\$103.4				
	CEO/PRESIDENT	93.5	75.0	168.5				
	CEO/PRESIDENT				\$ 84.8			
	BOARD OF DIR.	81.0	13.4	94.4		\$ 60.2	\$ 80.2	\$100.3
	CEO/PRESIDENT	75.0	15.0	90.0				
	EXEC. V.P.	61.0	20.0	81.0		49.2	61.5	73.8
	SENIOR V.P.	58.0	12.3	70.3		57.7	72.1	86.5
NO IN POSITION: 7								
	WEIGHTED GROUP AVG:	\$ 77.1	\$ 24.2	\$101.3	\$ 84.8			
NO IN POSITION: 51								
\$ 553.0	POSITION AVERAGE:	\$ 63.1	\$ 12.7	\$ 75.8	\$ 73.1			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	0.42	1.23
Bonus Co's Total Comp	0.52	1.24
Nonbonus Co's Salary		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #21 - TOP GROCERY OPERATIONS
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND ABOVE	DIV. V.P./MGR.	\$112.8	\$ 7.5	\$120.3		\$ 74.0	\$ 92.5	\$111.0
	CEO/PRESIDENT	108.0	4.6	112.6				
	SENIOR V.P.	106.5	0.0	106.5		52.8	71.1	88.8
	EXEC. V.P.	105.0	23.9	128.9		79.0	95.0	113.0
	SENIOR V.P.	95.6	29.3	124.9		80.0	100.0	120.0
	EXEC. V.P.	86.5	0.0	86.5		72.0	89.9	107.9
	GROUP EXEC.	81.9	19.8	101.7		51.5	68.3	85.0
	GROUP EXEC.	74.0	20.0	94.0		70.8	92.0	113.2
	GROUP EXEC.				\$ 72.5			
	VICE PRESIDENT	70.0	0.0	70.0		52.1	66.1	80.2
	VICE PRESIDENT	61.0	0.0	61.0		61.1	76.4	91.7
	VICE PRESIDENT	60.4	8.8	69.2		66.1	82.7	99.2
	SENIOR V.P.	57.5	28.8	86.3				
	NO IN POSITION:	14						
\$ 389.8	WEIGHTED GROUP AVG:	\$ 83.8	\$ 11.0	\$ 94.8	\$ 72.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$149.9	CEO/PRESIDENT	\$ 80.1	\$ 0.0	\$ 80.1				
TO	DIV. V.P./MGR.	80.0	20.0	100.0				
\$50.0	VICE PRESIDENT	74.2	4.6	78.8		\$ 57.1	\$ 71.4	\$ 85.7
	CEO/PRESIDENT	74.1	11.3	85.4				
	VICE PRESIDENT	72.0	43.5	115.5		60.0	73.5	87.0
	C.O.O.	65.5	7.0	72.5				
	SENIOR V.P.				\$ 64.2			
	VICE PRESIDENT	64.0	10.4	74.4		44.0	56.1	68.3
	SENIOR V.P.	60.0	9.6	69.6		48.1	59.4	70.7
	VICE PRESIDENT	57.6	6.2	63.8		46.5	54.7	62.9
	C.O.O.	55.6	20.0	75.6				
	VICE PRESIDENT	54.0	0.0	54.0		34.0	53.4	61.5
	GROUP EXEC.	53.0	18.9	71.9				
	SENIOR V.P.	52.5	6.3	58.8		51.0	51.8	52.5
	VICE PRESIDENT	49.5	10.1	59.6		39.5	50.5	65.5
	VICE PRESIDENT	35.0	60.0	95.0				
	BOARD OF DIR.	28.6	45.1	73.7				
	NO IN POSITION: 17							
\$ 100.5	WEIGHTED GROUP AVG:	\$ 59.7	\$ 17.1	\$ 76.8	\$ 64.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$49.9 TO \$25.0	C.O.O.				\$ 74.8			
	VICE PRESIDENT	\$ 67.0	\$ 16.8	\$ 83.8				
	VICE PRESIDENT				59.0	\$ 50.9	\$ 62.3	\$ 73.8
	VICE PRESIDENT	58.1	0.0	58.1				
	VICE PRESIDENT	52.0	0.0	52.0				
	VICE PRESIDENT	51.8	6.0	57.8		45.0	52.0	60.0
	EXEC. V.P.	51.4	1.7	53.1				
	C.O.O.				49.4			
		45.0	5.0	50.0				
		42.8	2.9	45.7				
	CEO/PRESIDENT	37.9	0.0	37.9				
NO IN POSITION: 11								
\$ 34.6	WEIGHTED GROUP AVG:	\$ 50.8	\$ 4.0	\$ 54.8	\$ 61.1			
\$24.9 AND BELOW	CEO/PRESIDENT	\$ 57.0	\$ 8.0	\$ 65.0				
	BOARD OF DIR.	51.7	5.0	56.7				
	CEO/PRESIDENT	47.0	3.2	50.2		\$ 41.0	\$ 49.8	\$ 58.6
		40.0	0.0	40.0				
		33.8	5.2	39.0				
	EXEC. V.P.	31.6	2.7	34.3				
NO IN POSITION: 6								
\$ 16.5	WEIGHTED GROUP AVG:	\$ 43.5	\$ 4.0	\$ 47.5				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	\$ 96.0	\$ 12.0	\$108.0				
	SENIOR V.P.	94.0	11.6	105.6		\$ 64.2	\$ 85.6	\$107.1
	CEO/PRESIDENT	93.5	75.0	168.5				
	EXEC. V.P.				\$ 81.9			
	VICE PRESIDENT	74.2	16.9	91.1		59.5	79.4	99.2
	EXEC. V.P.	68.0	20.0	88.0		49.2	61.5	73.8
	VICE PRESIDENT	68.0	7.0	75.0				
		57.2	14.7	71.9		46.4	58.0	69.6
	VICE PRESIDENT	57.2	2.8	60.0				
	SENIOR V.P.	57.2	5.0	62.2				
	EXEC. V.P.				49.9			
		47.5	3.0	50.5				
NO IN POSITION: 13								
WEIGHTED GROUP AVG: \$ 73.3		\$ 16.4	\$ 89.7	\$ 65.9				
NO IN POSITION: 61								
\$ 159.3	POSITION AVERAGE:	\$ 65.2	\$ 12.0	\$ 77.2	\$ 64.5			

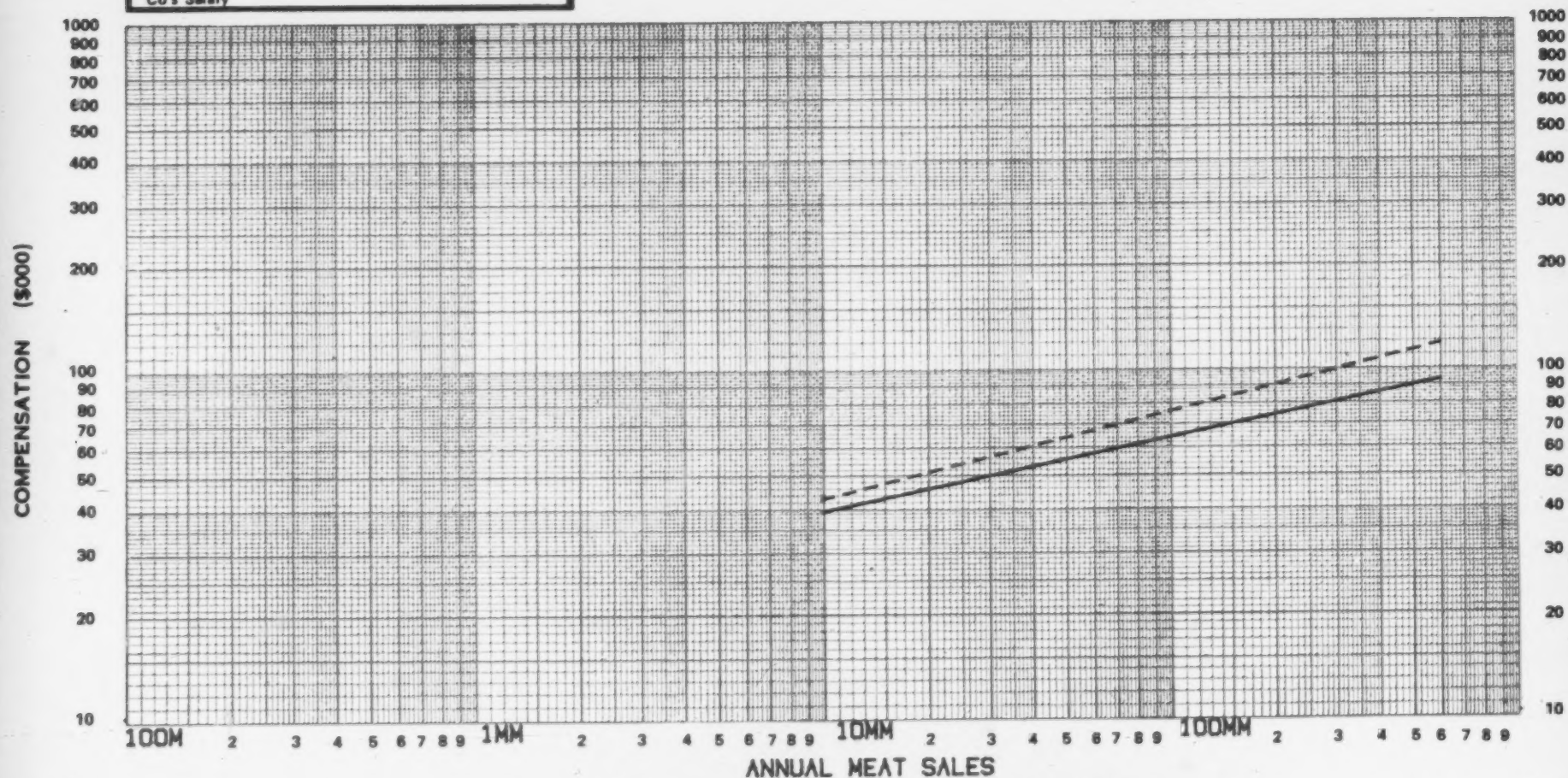


LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.43	1.30
Bonus Co's Total Comp - - - - -	0.58	1.25
Nonbonus Co's Salary - . - . -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #22 - TOP MEAT OPERATIONS
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100.0 AND ABOVE	EXEC. V.P.	\$105.0	\$ 29.1	\$134.1		\$ 79.0	\$ 95.0	\$113.0
	CEO/PRESIDENT	94.0	5.8	99.8				
	GROUP EXEC.	90.0	30.0	120.0		84.6	110.0	135.4
	SENIOR V.P.	87.3	26.8	114.1		80.0	100.0	120.0
	VICE PRESIDENT	85.3	15.2	100.5		66.1	82.7	99.2
	GROUP EXEC.	84.0	20.2	104.2		51.5	68.3	85.0
	GROUP EXEC.				\$ 80.0			
	SENIOR V.P.	79.2	0.0	79.2		48.0	64.0	80.0
	SENIOR V.P.	63.7	31.9	95.6				
	VICE PRESIDENT	61.0	0.0	61.0		61.1	76.4	91.7
NO IN POSITION: 10								
\$ 241.1	WEIGHTED GROUP AVG:	\$ 83.3	\$ 17.6	\$100.9	\$ 80.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$99.9	GROUP EXEC.				\$101.7	\$ 69.0	\$ 86.3	\$103.6
TO	DIV. V.P./MGR.	\$ 84.5	\$ 7.5	\$ 92.0		70.0	87.5	105.0
\$50.0	VICE PRESIDENT	70.8	0.0	70.8		52.1	66.1	80.2
	VICE PRESIDENT	70.0	4.3	74.3		57.1	71.4	85.7
	VICE PRESIDENT	65.1	12.4	77.5		44.0	56.1	68.3
	CEO/PRESIDENT	65.0	10.2	75.2				
	EXEC. V.P.	60.0	0.0	60.0		61.1	76.4	91.7
	SENIOR V.P.	60.0	9.6	69.6		48.1	59.4	70.7
	VICE PRESIDENT				59.5	50.9	62.3	73.8
	VICE PRESIDENT	56.0	24.3	80.3		46.4	56.8	67.3
	VICE PRESIDENT	47.5	9.6	57.1		37.5	50.0	65.0
	SENIOR V.P.	45.0	4.7	49.7		39.1	42.5	45.0
	VICE PRESIDENT	37.5	0.0	37.5		26.9	35.0	40.3
	BOARD OF DIR.	29.9	50.4	80.3				
	NO IN POSITION: 14							
\$ 71.9	WEIGHTED GROUP AVG:	\$ 57.6	\$ 11.1	\$ 68.7	\$ 80.6			
\$49.9	DIV. V.P./MGR.	\$ 71.5	\$ 20.5	\$ 92.0				
TO	SENIOR V.P.				\$ 60.5			
\$25.0	VICE PRESIDENT	58.1	0.0	58.1				
	C.O.O.	57.9	4.6	62.5				
	GROUP EXEC.	51.1	11.7	62.8				
	VICE PRESIDENT	48.8	7.6	56.4		\$ 40.0	\$ 47.5	\$ 55.0
	C.O.O.				46.8			
	VICE PRESIDENT	46.7	5.3	52.0		29.1	39.3	49.5
	C.O.O.	46.3	33.6	79.9				
	VICE PRESIDENT	30.0	37.0	67.0				
	NO IN POSITION: 10							
\$ 37.2	WEIGHTED GROUP AVG:	\$ 51.3	\$ 15.0	\$ 66.3	\$ 53.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

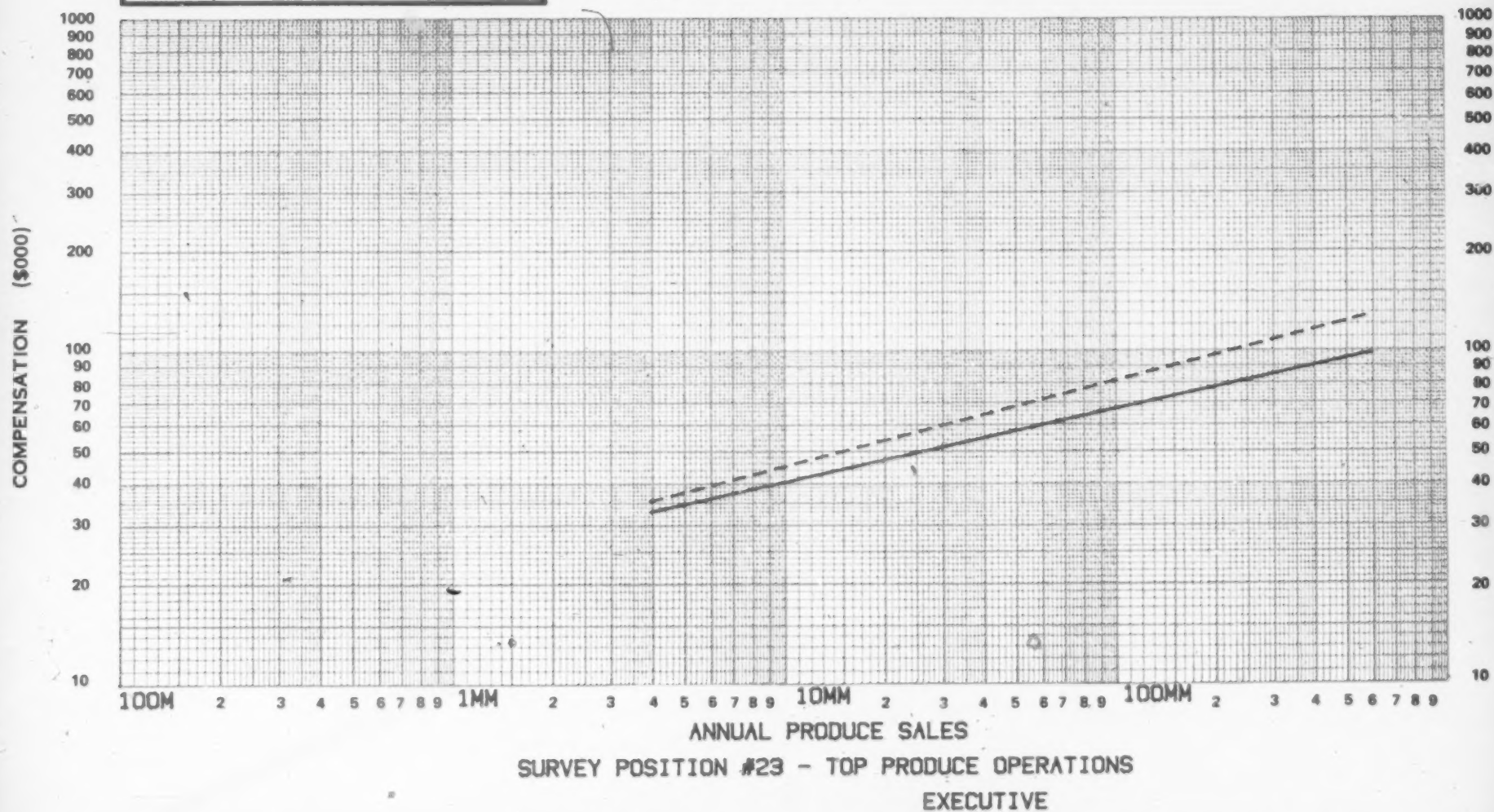
SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$24.9 AND BELOW	C.O.O.				\$ 73.6			
	BOARD OF DIR.	\$ 67.5	\$ 45.5	\$113.0				
	CEO/PRESIDENT	66.9	0.0	66.9				
	VICE PRESIDENT	64.0	16.0	80.0				
	CEO/PRESIDENT	55.9	5.0	60.9				
	VICE PRESIDENT	52.0	3.0	55.0				
	EXEC. V.P.	51.5	1.7	53.2				
	CEO/PRESIDENT				47.6			
		44.6	2.9	47.5				
		33.8	4.2	38.0				
	CEO/PRESIDENT	32.5	0.0	32.5				
		32.0	0.0	32.0		\$ 32.0		
	EXEC. V.P.	27.0	0.0	27.0				
\$ 12.3	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	\$ 48.0	\$ 7.1	\$ 55.1	\$ 60.6			
NO SCOPE REPORTED	C.O.O.	\$130.0	\$ 50.0	\$180.0		\$ 68.0	\$ 85.1	\$102.1
	C.O.O.	100.0	14.0	114.0				
	VICE PRESIDENT	83.5	10.5	94.0		55.7	69.6	83.5
	VICE PRESIDENT	80.0	10.0	90.0				
	VICE PRESIDENT	63.6	15.1	78.7		52.6	70.2	88.7
	ASST. V.P./DIR				\$ 63.6			
	SENIOR V.P.	57.2	5.0	62.2				
	VICE PRESIDENT	43.3	8.3	51.6	44.9	43.9	54.9	65.9
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	\$ 79.7	\$ 16.1	\$ 95.8	\$ 54.3			
\$ 84.0	NO IN POSITION: 56							
	POSITION AVERAGE:	\$ 62.5	\$ 12.8	\$ 75.3	\$ 64.2			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.52	1.28
Bonus Co's Total Comp - - - - -	0.64	1.25
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND ABOVE	SENIOR V.P.	\$123.7	\$ 38.2	\$161.9		\$ 91.0	\$114.0	\$137.0
	EXEC. V.P.	115.8	28.6	144.4		79.0	95.0	113.0
	GROUP EXEC.				\$ 98.3	69.0	86.3	103.6
	VICE PRESIDENT	93.5	0.0	93.5		52.1	66.1	80.2
	GROUP EXEC.	88.0	25.0	113.0		76.9	100.0	123.0
	VICE PRESIDENT	80.3	10.0	90.3		61.2	76.5	91.8
	EXEC. V.P.	77.2	5.0	82.2				
	VICE PRESIDENT	61.0	0.0	61.0		61.1	76.4	91.7
	GROUP EXEC.				60.0			
	SENIOR V.P.	59.4	8.5	67.9				
	VICE PRESIDENT				55.0	50.9	62.3	73.8
NO IN POSITION: 11								
\$ 212.6	WEIGHTED GROUP AVG:	\$ 87.4	\$ 14.4	\$101.8	\$ 71.1			
\$74.9 TO \$50.0	SENIOR V.P.	\$ 77.5	\$ 4.8	\$ 82.3		\$ 57.1	\$ 71.4	\$ 85.7
	CEO/PRESIDENT	65.0	16.0	81.0				
	CEO/PRESIDENT	58.5	4.3	62.8				
	VICE PRESIDENT	54.7	12.4	67.1		39.1	49.7	60.3
	VICE PRESIDENT	51.5	9.9	61.4		45.0	52.0	60.0
	VICE PRESIDENT	49.6	7.2	56.8		41.4	50.7	60.0
NO IN POSITION: 6								
\$ 61.8	WEIGHTED GROUP AVG:	\$ 59.5	\$ 9.1	\$ 68.6				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$49.9	C.O.O.	\$110.0	\$ 15.4	\$125.4				
TO	MANAGER	54.9	0.0	54.9				
\$25.0	VICE PRESIDENT	54.5	4.0	58.5		\$ 45.9	\$ 54.0	\$ 62.1
	SENIOR V.P.	47.2	0.0	47.2				
	CEO/PRESIDENT				\$ 40.0			
	C.O.O.				38.0			
	DIV. V.P./MGR.	37.8	0.7	38.5		36.9	46.7	55.4
		36.6	2.3	38.9				
	VICE PRESIDENT	30.0	31.0	61.0				
	NO IN POSITION: 9							
\$ 34.3	WEIGHTED GROUP AVG:	\$ 53.0	\$ 7.6	\$ 60.6	\$ 39.0			
\$24.9	CEO/PRESIDENT	\$ 52.5	\$ 0.0	\$ 52.5		\$ 44.7	\$ 54.5	\$ 64.4
AND BELOW	ASST. V.P./DIR				\$ 48.0	41.1	50.5	60.0
	BOARD OF DIR.	47.3	2.7	50.0				
	VICE PRESIDENT	47.1	3.0	50.1				
	VICE PRESIDENT	45.4	4.1	49.5		29.1	39.3	49.5
		42.0	6.0	48.0				
	CEO/PRESIDENT				35.6			
		32.5	5.0	37.5				
		30.0	0.0	30.0				
	EXEC. V.P.	28.6	6.0	34.6				
	NO IN POSITION: 10							
\$ 11.4	WEIGHTED GROUP AVG:	\$ 40.7	\$ 3.3	\$ 44.0	\$ 41.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

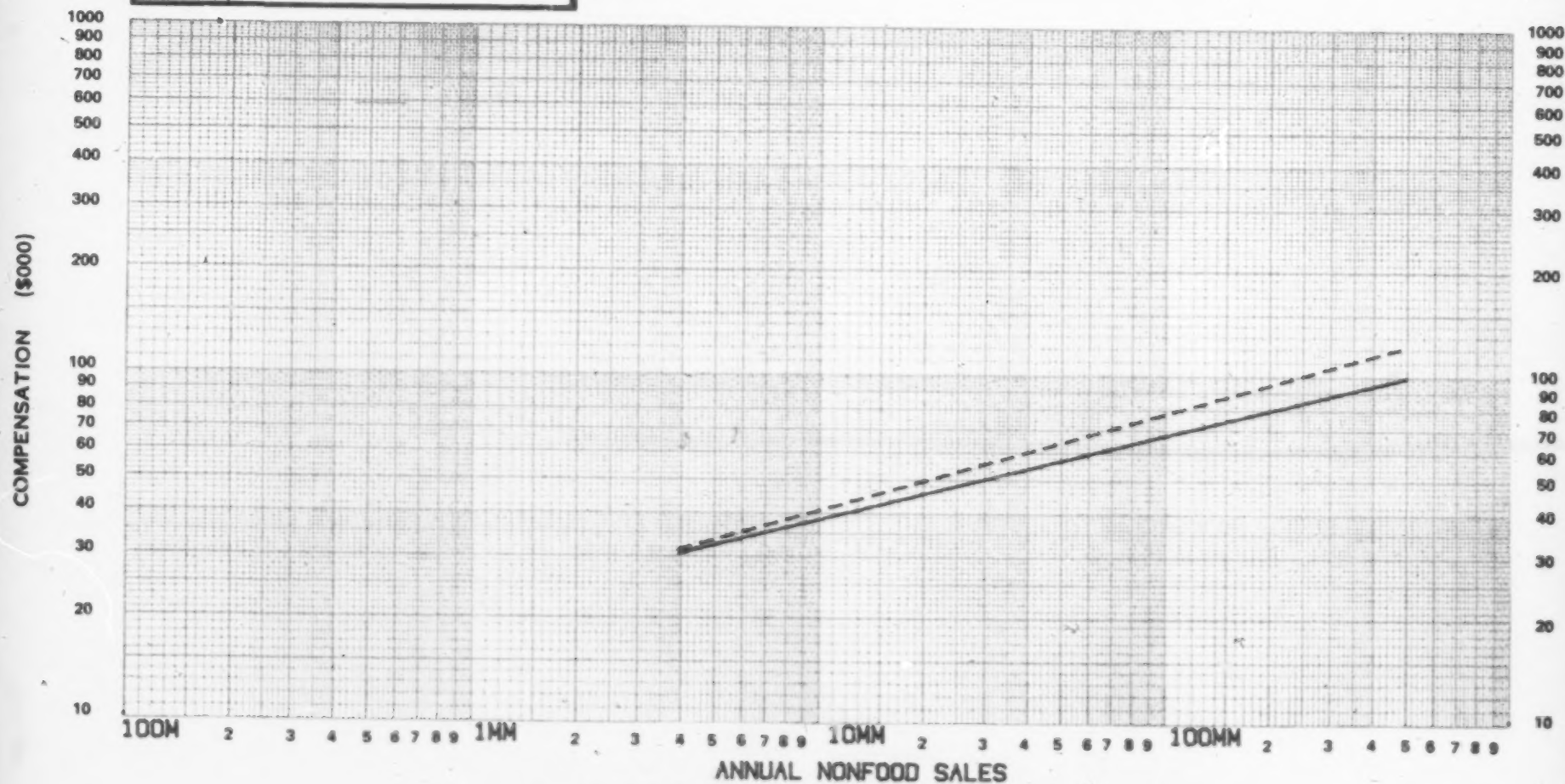
SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	\$ 95.0	\$ 12.0	\$107.0				
	GROUP EXEC.	90.0	21.3	111.3		\$ 51.5	\$ 68.3	\$ 85.0
	SENIOR V.P.	75.0	0.0	75.0		58.6	78.2	97.7
	SENIOR V.P.	74.5	18.5	93.0		54.8	68.5	82.2
	CEO/PRESIDENT	73.4	7.9	81.3				
	VICE PRESIDENT	55.5	12.5	68.0		52.6	70.2	88.7
	VICE PRESIDENT				\$ 53.0	42.9	49.4	55.9
	VICE PRESIDENT				45.4			
NO IN POSITION: 9								
WEIGHTED GROUP AVG:		\$ 76.7	\$ 11.4	\$ 88.1	\$ 49.2			
\$ 87.0	NO IN POSITION: 45							
	POSITION AVERAGE:	\$ 63.6	\$ 9.2	\$ 72.8	\$ 52.6			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.63	1.24
Bonus Co's Total Comp - - - - -	0.75	1.20
Nonbonus Co's Salary - . - . -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$250.0 AND ABOVE	DIV. V.P./MGR.	\$ 68.0	\$ 13.8	\$ 81.8		\$ 44.8	\$ 56.0	\$ 67.1
	BOARD OF DIR.	58.9	3.2	62.1		47.3	59.1	70.9
	VICE PRESIDENT	58.8	10.4	69.2		39.6	49.5	59.4
	VICE PRESIDENT	55.6	16.1	71.7		48.6	58.3	69.9
	BOARD OF DIR.	55.0	0.0	55.0		30.5	38.2	44.0
	VICE PRESIDENT	53.8	10.2	64.0		44.6	53.5	64.2
	VICE PRESIDENT	53.3	0.0	53.3		57.4	71.7	86.0
	REG. V.P./MGR.	45.9	14.0	59.9		57.7	71.4	85.2
	VICE PRESIDENT	45.5	0.0	45.5		39.2	49.1	58.9
	VICE PRESIDENT	45.0	0.0	45.0				
	GROUP EXEC.				\$ 45.0	39.8	49.8	59.8
	C.O.O.	44.0	32.0	76.0				
	DIST.MANAGER	43.9	6.2	50.1		31.6	41.2	50.8
	DIV. V.P./MGR.	37.8	3.0	40.8		36.9	46.1	55.4
	SENIOR V.P.				37.0			
	VICE PRESIDENT				35.7	30.1	36.9	43.6
					32.9	22.8	27.5	33.0
NO IN POSITION: 37								
\$ 544.0	WEIGHTED GROUP AVG:	\$ 53.2	\$ 8.1	\$ 61.3	\$ 34.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9	DIST.MANAGER	\$ 55.2	\$ 11.7	\$ 66.9				
TO	SENIOR V.P.	54.9	0.0	54.9				
\$100.0	SENIOR V.P.				\$ 54.7			
	GROUP EXEC.	50.0	12.2	62.2				
	MANAGER				48.0	\$ 41.1	\$ 50.5	\$ 60.0
	REG. V.P./MGR.	45.4	1.9	47.3		36.2	45.2	54.2
	VICE PRESIDENT	45.0	16.0	61.0				
		42.5	3.5	46.0				
	EXEC. V.P.	42.0	9.8	51.8				
		40.6	2.3	42.9				
	EXEC. V.P.	32.5	19.5	52.0				
	MANAGER				29.3	25.7	34.2	42.8
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	NO IN POSITION: 73							
\$ 149.4	WEIGHTED GROUP AVG:	\$ 51.7	\$ 8.5	\$ 60.2	\$ 31.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

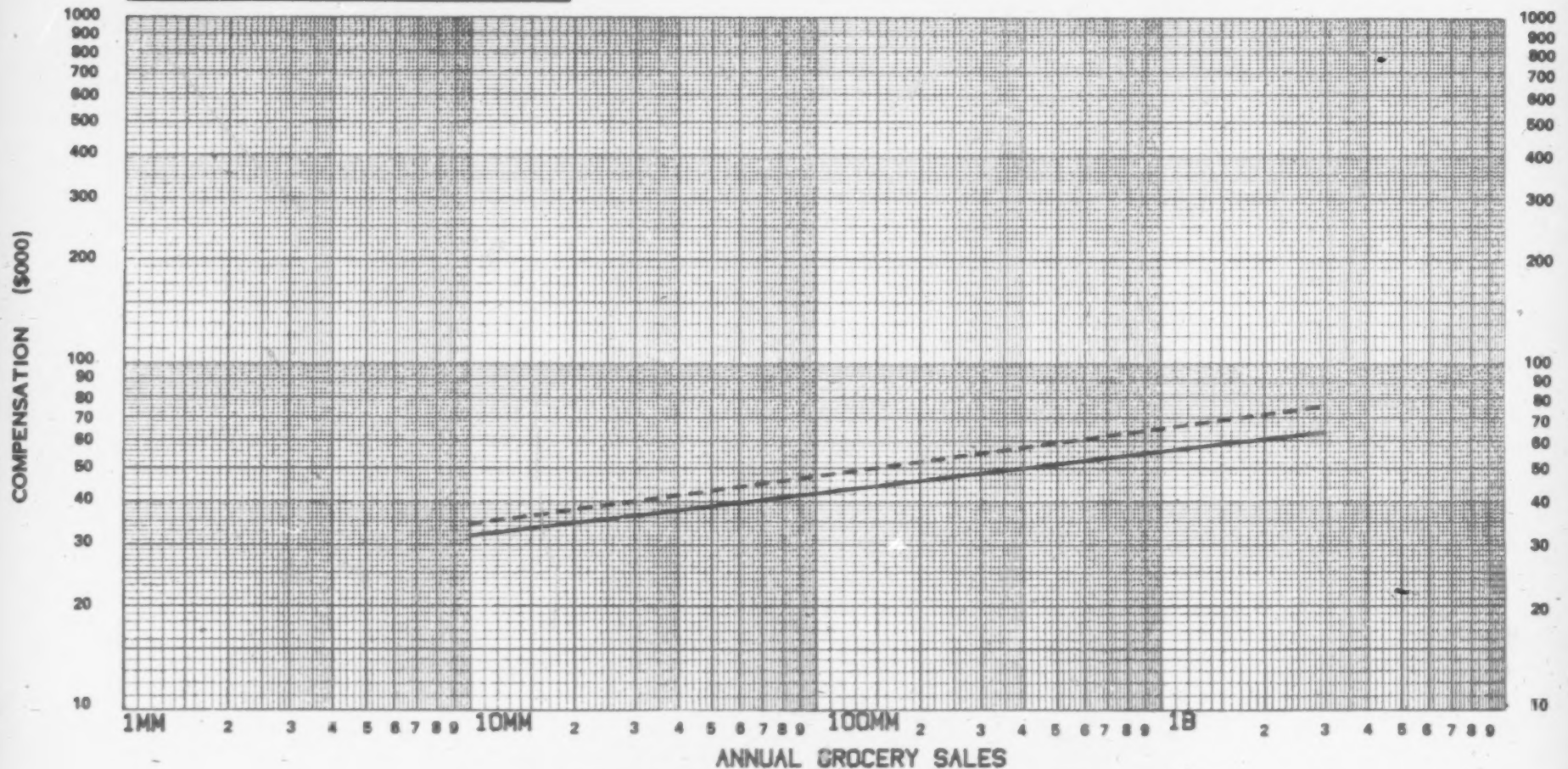
SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$99.9 AND BELOW	MANAGER	\$ 54.9	\$ 0.0	\$ 54.9	\$ 44.2			
	ASST. V.P./DIR							
	CEO/PRESIDENT	42.3	3.0	45.3				
	GROUP EXEC.	41.6	0.0	41.6				
	DIST.MANAGER	39.6	10.3	49.9		\$ 33.0	\$ 39.0	\$ 45.0
	GROUP EXEC.	39.0	1.5	40.5		35.0	42.0	50.0
	VICE PRESIDENT	35.6	0.0	35.6		26.9	33.8	40.6
		35.0	0.0	35.0				
	GROUP EXEC.	33.5	0.0	33.5				
	ASST. V.P./DIR				33.2			
	ASST. V.P./DIR	32.7	1.2	33.9				
	MANAGER	30.2	7.6	37.8		21.0	31.8	42.5
	BOARD OF DIR.	29.0	5.0	34.0				
	EXEC. V.P.	28.0	1.5	29.5		7.0		
\$ 29.6	NO IN POSITION: 121							
	WEIGHTED GROUP AVG:	\$ 33.6	\$ 6.8	\$ 40.4	\$ 36.9			
NO SCOPE REPORTED	GROUP EXEC.	\$ 61.5	\$ 16.0	\$ 77.5		\$ 41.8	\$ 52.3	\$ 62.8
	VICE PRESIDENT	55.0	6.0	61.0				
	VICE PRESIDENT	55.0	1.0	56.0		35.9	43.0	50.2
	REG. V.P./MGR.	51.6	17.8	69.4		45.8	56.0	66.4
	MANAGER	44.4	0.0	44.4		36.9	49.2	61.5
					\$ 42.1			
	VICE PRESIDENT				36.0			
	MANAGER				34.6	30.2	36.4	42.6
		32.1	0.0	32.1				
	VICE PRESIDENT	27.7	1.3	29.0		24.0	28.8	33.7
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	\$ 46.5	\$ 8.6	\$ 55.1	\$ 35.3			
\$ 149.8	NO IN POSITION: 270							
	POSITION AVERAGE:	\$ 40.3	\$ 7.5	\$ 47.8	\$ 32.7			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.58	1.18
Bonus Co's Total Comp - - - - -	0.55	1.19
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100.0 AND ABOVE	VICE PRESIDENT	\$ 65.4	\$ 17.7	\$ 83.1		\$ 46.2	\$ 55.4	\$ 66.5
	REG. V.P./MGR.	60.1	4.0	64.1		47.3	59.1	70.9
	SENIOR V.P.	59.4	8.5	67.9				
	VICE PRESIDENT	58.8	10.2	69.0		39.6	49.5	59.4
	VICE PRESIDENT	54.0	0.0	54.0		34.0	53.4	61.5
	DIV. V.P./MGR.	52.9	7.3	60.2		39.9	49.9	59.9
	VICE PRESIDENT	50.5	8.2	58.7		42.4	50.9	61.1
	ASST. V.P./DIR				\$ 48.9	38.9	47.7	56.4
	REG. V.P./MGR.	48.4	13.4	61.8		57.7	71.4	85.2
	DIV. V.P./MGR.	47.6	3.0	50.6		36.9	46.1	55.4
	VICE PRESIDENT	46.0	0.0	46.0		39.2	49.1	58.9
NO IN POSITION: 18								
\$ 242.1	WEIGHTED GROUP AVG:	\$ 55.2	\$ 8.0	\$ 63.2	\$ 48.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$99.9	DIST.MANAGER	\$ 52.0	\$ 7.7	\$ 59.7				
TO	VICE PRESIDENT	48.0	0.0	48.0				
\$25.0	REG. V.P./MGR.				\$ 47.8	\$ 39.0	\$ 44.5	\$ 50.0
	DIST.MANAGER	47.5	5.7	53.2		31.6	41.2	50.8
	VICE PRESIDENT	45.0	15.0	60.0				
	VICE PRESIDENT				44.6			
	VICE PRESIDENT	42.9	0.0	42.9		39.7	49.6	59.5
	VICE PRESIDENT	40.5	0.0	40.5				
	GROUP EXEC.				40.0	31.0	38.8	46.6
	REG. V.P./MGR.	39.8	1.9	41.7		33.1	41.4	49.7
	VICE PRESIDENT				39.2			
	ASST. V.P./DIR	37.1	5.0	42.1		30.1	36.9	43.6
	VICE PRESIDENT	36.7	0.0	36.7		26.9	33.8	40.6
	MANAGER				31.1	25.7	34.2	42.8
	DIST.MANAGER				28.9	20.1	24.2	29.0
	NO IN POSITION: 70							
\$ 44.6	WEIGHTED GROUP AVG:	\$ 45.9	\$ 4.3	\$ 50.2	\$ 35.4			

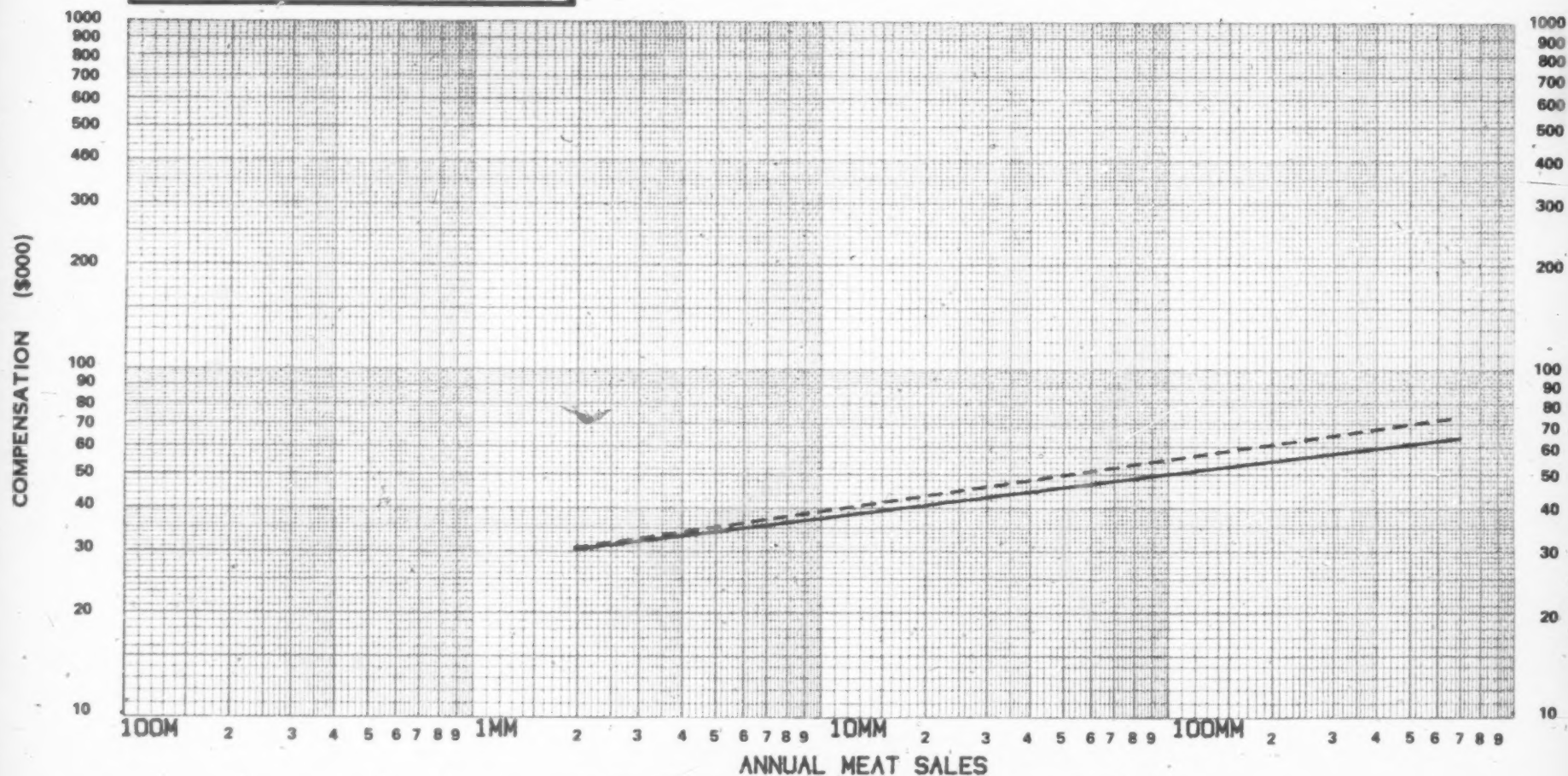
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$24.9 AND BELOW	EXEC. V.P.	\$ 52.0	\$ 0.0	\$ 52.0				
	GROUP EXEC.	46.0	0.0	46.0				
	GROUP EXEC.	46.0	2.3	48.3		\$ 40.0	\$ 47.5	\$ 55.0
	ASST. V.P./DIR	44.1	0.0	44.1				
	GROUP EXEC.	43.9	7.2	51.1				
	VICE PRESIDENT	41.5	0.0	41.5		30.8	41.0	51.3
	MANAGER				\$ 41.0	35.4	43.3	51.3
		40.0	0.0	40.0				
	ASST. V.P./DIR				34.2			
	ASST. V.P./DIR				34.2			
	ASST. V.P./DIR	34.0	1.2	35.2				
	MANAGER	30.8	7.7	38.5		20.8	29.4	38.0
	BOARD OF DIR.	30.0	5.0	35.0				
	GROUP EXEC.	29.5	0.0	29.5				
	EXEC. V.P.	26.0	1.0	27.0				
NO IN POSITION: 61								
\$ 17.5	WEIGHTED GROUP AVG:	\$ 34.2	\$ 5.7	\$ 39.9	\$ 38.3			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.6	\$ 3.0	\$ 58.6				
	VICE PRESIDENT	55.0	1.2	56.2		\$ 35.9	\$ 43.0	\$ 50.2
	GROUP EXEC.	53.5	11.0	64.5		41.8	52.3	62.8
	MANAGER	52.1	18.2	70.3		45.8	56.0	66.4
	VICE PRESIDENT				\$ 43.8			
					35.5			
	MANAGER				33.7	30.2	36.4	42.6
	DIST.MANAGER	31.9	0.0	31.9				
NO IN POSITION: 37								
	WEIGHTED GROUP AVG:	\$ 50.8	\$ 12.0	\$ 62.8	\$ 36.5			
NO IN POSITION: 186								
\$ 57.3	POSITION AVERAGE:	\$ 43.7	\$ 7.0	\$ 50.7	\$ 36.4			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.58	1.16
Bonus Co's Total Comp - - - - -	0.60	1.18
Nonbonus Co's Salary - - - - -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #26 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND ABOVE	SENIOR V.P.	\$ 59.0	\$ 8.5	\$ 67.5				
	REG. V.P./MGR.	58.5	4.0	62.5		\$ 47.3	\$ 59.1	\$ 70.9
	VICE PRESIDENT	54.6	11.2	65.8		39.6	49.5	59.4
	VICE PRESIDENT	51.5	10.4	61.9		42.4	50.9	61.1
	DIV. V.P./MGR.	51.1	8.3	59.4		38.5	48.2	57.8
	REG. V.P./MGR.	50.7	14.1	64.8		51.2	63.3	75.3
	VICE PRESIDENT	49.8	14.3	64.1		46.2	55.4	66.5
	DIST. MANAGER	43.7	6.9	50.6		31.6	41.2	50.8
	DIV. V.P./MGR.	42.1	4.0	46.1		36.9	46.1	55.4
	ASST. V.P./DIR	42.0	0.0	42.0		39.2	49.1	58.9
	VICE PRESIDENT	37.5	0.0	37.5		26.9	35.0	40.3
NO IN POSITION: 19								
\$ 117.5	WEIGHTED GROUP AVG:	\$ 51.0	\$ 8.1	\$ 59.1				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$49.9	VICE PRESIDENT	\$ 56.2	\$ 0.0	\$ 56.2				
TO	DIST.MANAGER	51.5	7.1	58.6				
\$15.0	ASST. V.P./DIR	47.0	0.0	47.0		\$ 39.7	\$ 49.6	\$ 59.5
	GROUP EXEC.				\$ 46.1	31.0	38.8	46.6
	REG. V.P./MGR.				44.6	39.0	44.5	50.0
	GROUP EXEC.	42.3	2.0	44.3		35.0	42.0	50.0
	MANAGER				41.0	35.4	43.3	51.3
	REG. V.P./MGR.	40.6	1.4	42.0		31.8	39.8	47.8
	ASST. V.P./DIR	40.1	0.0	40.1				
	VICE PRESIDENT	38.5	10.5	49.0				
	VICE PRESIDENT	35.8	0.0	35.8				
	VICE PRESIDENT	33.6	0.0	33.6		26.9	33.8	40.6
	VICE PRESIDENT				33.5			
	MANAGER				28.9	22.4	29.8	37.3
	DIST.MANAGER				25.7	20.1	24.2	29.0
		-----	-----	-----	-----			
	NO IN POSITION: 73							
\$ 23.6	WEIGHTED GROUP AVG:	\$ 47.0	\$ 3.3	\$ 50.3	\$ 34.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

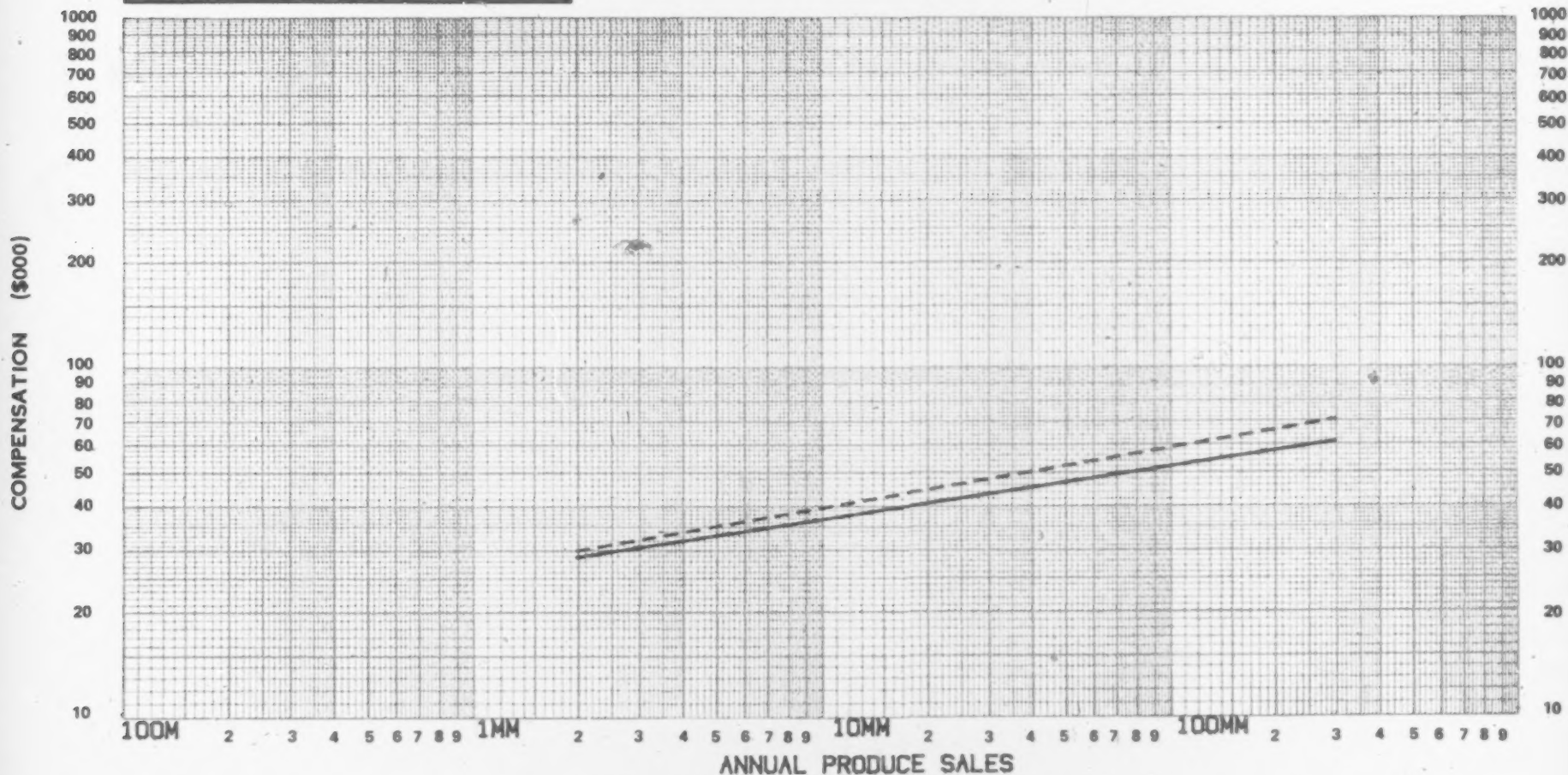
SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$14.9 AND BELOW	EXEC. V.P.	\$ 46.8	\$ 10.8	\$ 57.6				
	GROUP EXEC.	42.7	6.3	49.0				
	ASST. V.P./DIR	35.4	5.1	40.5		\$ 30.1	\$ 36.9	\$ 43.6
		34.0	3.5	37.5				
	BOARD OF DIR.	33.0	5.0	38.0				
	ASST. V.P./DIR	32.9	1.1	34.0				
		32.0	0.0	32.0				
	ASST. V.P./DIR				\$ 31.9			
	GROUP EXEC.	30.0	0.0	30.0				
	ASST. V.P./DIR				29.1			
	MANAGER	26.8	6.7	33.5		16.5	24.8	33.0
	EXEC. V.P.	26.0	1.0	27.0				
	GROUP EXEC.	24.1	0.0	24.1				
NO IN POSITION: 61								
\$ 5.7	WEIGHTED GROUP AVG:	\$ 29.6	\$ 5.8	\$ 35.4	\$ 30.5			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.0	\$ 1.2	\$ 56.2		\$ 35.9	\$ 43.0	\$ 50.2
	EXEC. V.P.	52.0	20.0	72.0		35.0	43.6	52.4
	REG. V.P./MGR.	46.7	14.7	61.4		40.7	49.5	58.4
	VICE PRESIDENT				\$ 43.4			
	ASST. V.P./DIR				40.2			
	MANAGER				31.9	30.2	36.4	42.6
					30.4			
					26.9			
	VICE PRESIDENT							
	DIST.MANAGER	23.0	0.4	23.4				
NO IN POSITION: 31								
	WEIGHTED GROUP AVG:	\$ 47.1	\$ 9.5	\$ 56.6	\$ 33.9			
NO IN POSITION: 184								
\$ 28.1	POSITION AVERAGE:	\$ 40.1	\$ 6.0	\$ 46.1	\$ 33.9			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.85	1.16
Bonus Co's Total Comp - - - - -	0.61	1.20
Nonbonus Co's Salary - . - . -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #27 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER

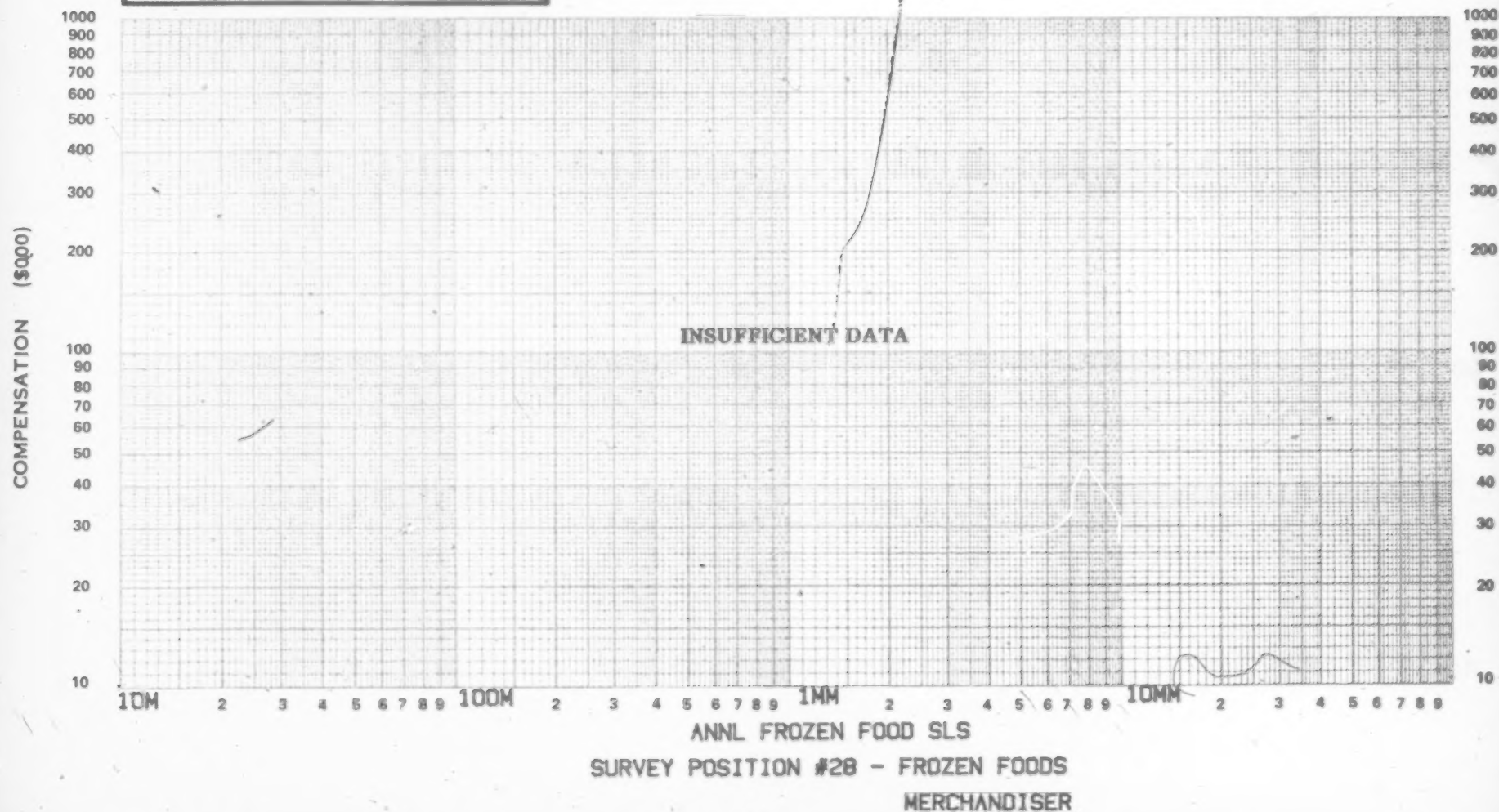
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	BOARD OF DIR.	\$ 51.7	\$ 5.0	\$ 56.7				
	VICE PRESIDENT				\$ 45.4			
	ASST. V.P./DIR				36.3			
	VICE PRESIDENT	33.5	35.0	68.5				
		32.0	0.0	32.0				
	BOARD OF DIR.	30.0	5.0	35.0				
	GROUP EXEC.	29.9	1.5	31.4		\$ 30.0	\$ 37.5	\$ 45.0
	EXEC. V.P.	26.0	8.7	34.7				
\$ 18.9	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	\$ 33.8	\$ 9.2	\$ 43.1	\$ 40.9			
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 50.9	\$ 23.3	\$ 74.2		\$ 51.2	\$ 63.3	\$ 75.3
	GROUP EXEC.	42.0	7.0	49.0		41.8	52.3	62.8
	VICE PRESIDENT	33.8	0.0	33.8		30.5	38.2	44.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	\$ 42.2	\$ 10.1	\$ 52.3				
\$ 18.9	NO IN POSITION: 11							
	POSITION AVERAGE:	\$ 36.6	\$ 9.5	\$ 46.1	\$ 40.9			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- - - - -	

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1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND ABOVE	REG. V.P./MGR.	\$ 55.3	\$ 4.4	\$ 59.7		\$ 47.3	\$ 59.1	\$ 70.9
	VICE PRESIDENT	55.1	11.2	66.3		39.6	49.5	59.4
	ASST. V.P./DIR				\$ 52.5	38.9	47.7	56.4
	ASST. V.P./DIR	51.9	12.7	64.6		39.7	51.6	63.4
	DIV. V.P./MGR.	39.8	4.1	43.9		36.9	46.1	55.4
	VICE PRESIDENT	30.0	35.0	65.0				
	MANAGER				27.3	23.7	31.5	39.5

	NO IN POSITION:	18						
\$ 127.8	WEIGHTED GROUP AVG:	\$ 49.0	\$ 10.8	\$ 59.8	\$ 29.6			

\$49.9 AND BELOW	VICE PRESIDENT	\$ 38.5	\$ 0.0	\$ 38.5		\$ 26.9	\$ 33.8	\$ 40.6
	BOARD OF DIR.	35.0	5.0	40.0				
	VICE PRESIDENT	34.5	0.0	34.5				
	ASST. V.P./DIR				\$ 33.6			
		32.0	0.0	32.0				
	GROUP EXEC.	28.6	1.5	30.1		30.0	37.5	45.0
	MANAGER	25.2	6.3	31.5		20.4	26.7	33.0

	NO IN POSITION:	16						
\$ 15.0	WEIGHTED GROUP AVG:	\$ 28.0	\$ 4.7	\$ 32.7	\$ 33.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

SCOPE ANNUAL DAIRY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 55.0	\$ 24.4	\$ 79.4		\$ 51.2	\$ 63.3	\$ 75.3
	GROUP-EXEC.	42.0	7.0	49.0		41.8	52.3	62.8
	VICE PRESIDENT	32.5	0.0	32.5		23.4	28.6	33.0
NO IN POSITION: 3								
WEIGHTED GROUP AVG:		\$ 43.2	\$ 10.4	\$ 53.6				
\$ 74.7	NO IN POSITION: 37							
	POSITION AVERAGE:	\$ 35.7	\$ 7.1	\$ 42.8	\$ 29.9			

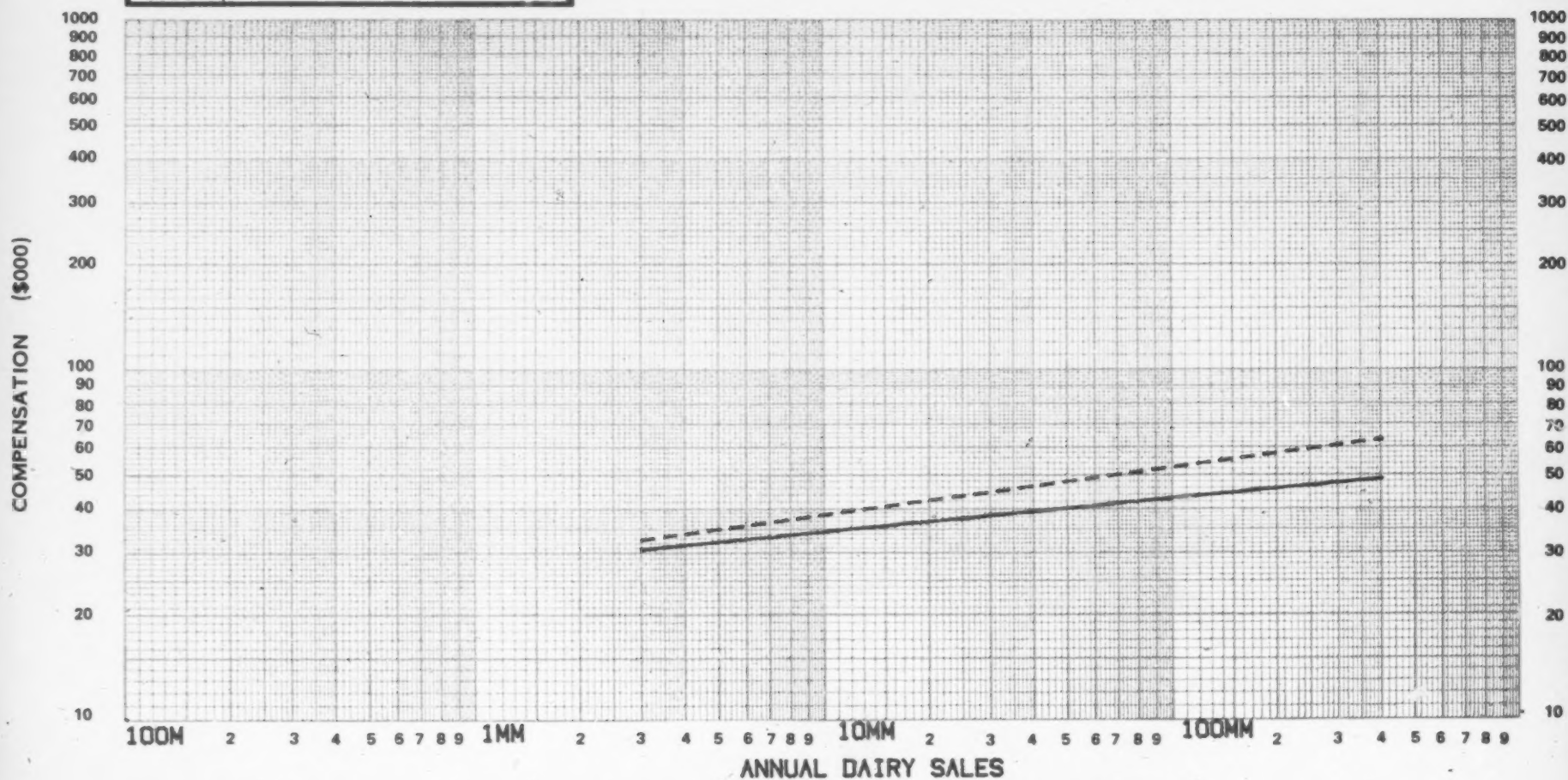
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LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.35	1.26
Bonus Co's Total Comp - - - - -	0.53	1.26
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #29 - DAIRY MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND ABOVE	REG. V.P./MGR.	\$ 60.7	\$ 3.8	\$ 64.5		\$ 47.3	\$ 59.1	\$ 70.9
	VICE PRESIDENT	55.0	0.0	55.0		39.2	49.1	58.9
	VICE PRESIDENT	54.1	10.6	64.7		39.6	49.5	59.4
	VICE PRESIDENT	53.3	0.0	53.3		57.4	71.7	86.0
	REG. V.P./MGR.	51.3	6.8	58.1		57.7	71.4	85.2
	VICE PRESIDENT	48.8	13.3	62.1		44.0	52.8	63.4
	SENIOR V.P.	46.3	4.7	51.0		41.0	43.5	46.3
	ASST. V.P./DIR				\$ 37.2	32.9	41.1	49.3
NO IN POSITION: 15								
\$ 163.7	WEIGHTED GROUP AVG:	\$ 55.0	\$ 5.2	\$ 60.2	\$ 37.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$74.9	DIST.MANAGER	\$ 45.4	\$ 6.9	\$ 52.3		\$ 31.6	\$ 41.2	\$ 50.8
TO	VICE PRESIDENT	44.6	7.8	52.4		40.4	48.5	58.2
\$25.0	DIST.MANAGER	43.3	5.9	49.2				
	VICE PRESIDENT	43.0	15.0	58.0				
	REG. V.P./MGR.	42.0	1.9	43.9		31.8	39.8	47.8
	SENIOR V.P.				\$ 42.0			
	C.O.O.	40.0	15.2	55.2				
	GROUP EXEC.	38.7	2.3	41.0		30.0	37.5	45.0
	DIV. V.P./MGR.	35.1	1.5	36.6		36.9	46.1	55.4
	ASST. V.P./DIR				32.7	30.1	36.9	43.6
		29.7	0.0	29.7				
	MANAGER				29.4	25.7	34.2	42.8
	NO IN POSITION: 37							
\$ 35.0	WEIGHTED GROUP AVG:	\$ 41.6	\$ 5.6	\$ 47.2	\$ 31.0			
\$24.9	GROUP EXEC.	\$ 40.0	\$ 0.0	\$ 40.0				
AND BELOW	BOARD OF DIR.	36.0	8.0	44.0				
	ASST. V.P./DIR				\$ 33.4			
	VICE PRESIDENT	33.4	0.4	33.8		\$ 26.9	\$ 35.0	\$ 40.3
	EXEC. V.P.	32.5	3.8	36.3				
		30.0	0.0	30.0				
	ASST. V.P./DIR				29.7			
	VICE PRESIDENT	28.9	0.0	28.9		26.9	33.8	40.6
	EXEC. V.P.	27.5	1.5	29.0				
	DIST.MANAGER				24.2	17.6	21.2	25.4
	NO IN POSITION: 21							
\$ 11.0	WEIGHTED GROUP AVG:	\$ 32.2	\$ 1.2	\$ 33.4	\$ 27.5			

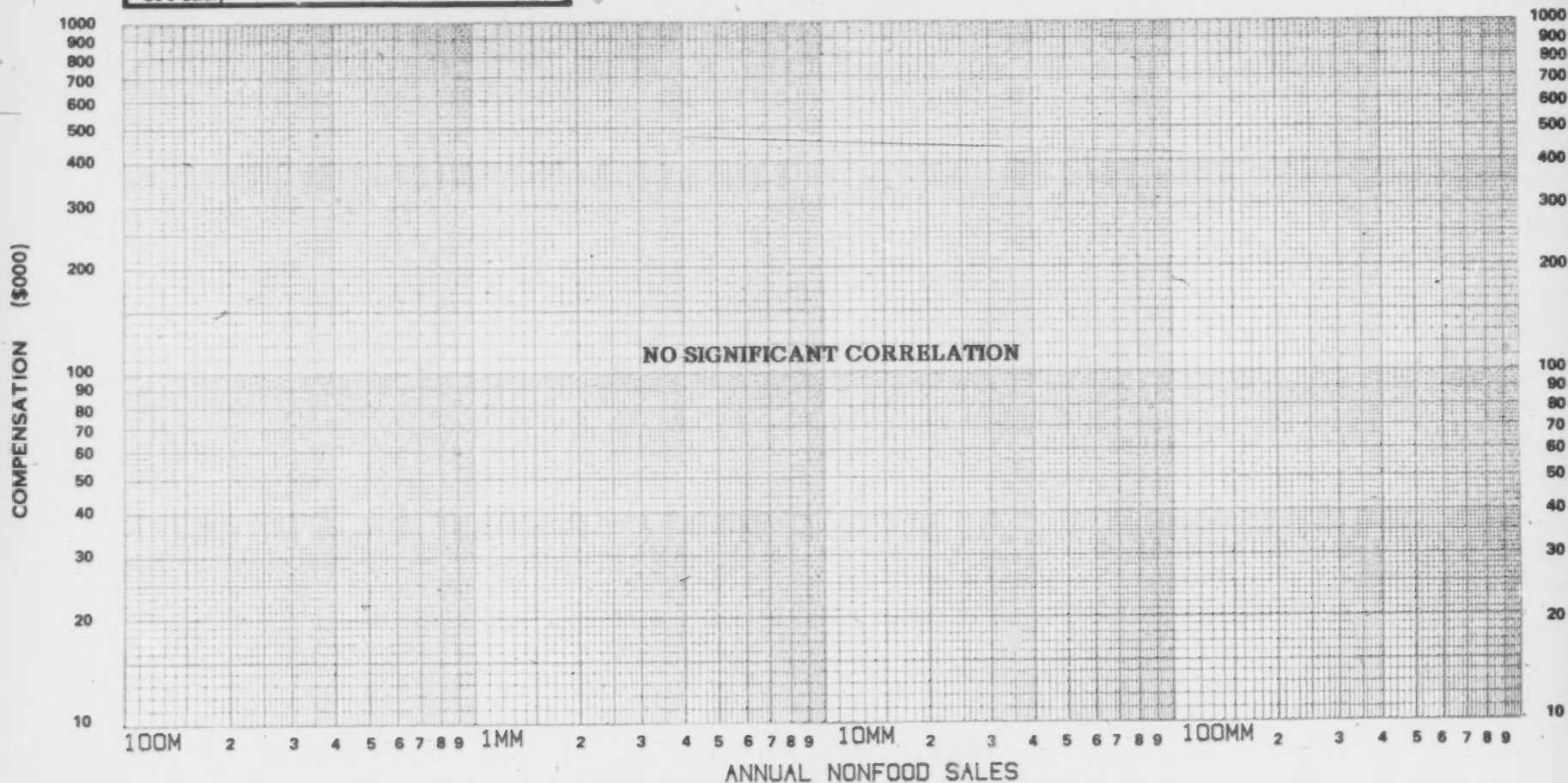
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 53.9	\$ 13.5	\$ 67.4		\$ 51.2	\$ 63.3	\$ 75.3
	ASST. V.P./DIR	41.1	0.0	41.1				
	VICE PRESIDENT				\$ 39.3			
	GROUP EXEC.				34.6	24.8	31.0	37.2
	ASST. V.P./DIR	33.2	2.3	35.5		22.7	33.2	48.5
	MANAGER				30.0	23.1	29.1	35.1
	VICE PRESIDENT				30.0			
NO IN POSITION: 16								
WEIGHTED GROUP AVG:		\$ 35.6	\$ 3.0	\$ 38.6	\$ 33.5			
\$ 54.6	NO IN POSITION: 89							
	POSITION AVERAGE:	\$ 41.4	\$ 4.2	\$ 45.6	\$ 30.6			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary /	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$10.0 AND ABOVE	VICE PRESIDENT	\$ 50.9	\$ 13.5	\$ 64.4		\$ 46.2	\$ 55.4	\$ 66.5
	VICE PRESIDENT	48.3	5.0	53.3				
	VICE PRESIDENT	48.2	9.2	57.4		42.4	50.9	61.1
	VICE PRESIDENT	45.6	0.0	45.6				
	DIV. V.P./MGR.	44.3	3.0	47.3		32.4	40.5	48.6
	VICE PRESIDENT	43.8	0.0	43.8		30.2	37.7	45.2
	VICE PRESIDENT	43.5	15.0	58.5				
		42.3	2.9	45.2				
	VICE PRESIDENT	42.0	0.0	42.0		30.5	38.2	44.0
	MANAGER				\$ 41.0	35.4	43.3	51.3
	GROUP EXEC.	38.2	1.9	40.1		35.0	42.0	50.0
	REG. V.P./MGR.	37.0	1.0	38.0		29.9	37.4	46.8
	VICE PRESIDENT	33.6	0.0	33.6				
	MANAGER	33.5	36.0	69.5				
	ASST. V.P./DIR	31.9	0.0	31.9				
NO IN POSITION: 29								
\$ 27.6	WEIGHTED GROUP AVG:	\$ 42.9	\$ 4.4	\$ 47.3	\$ 41.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

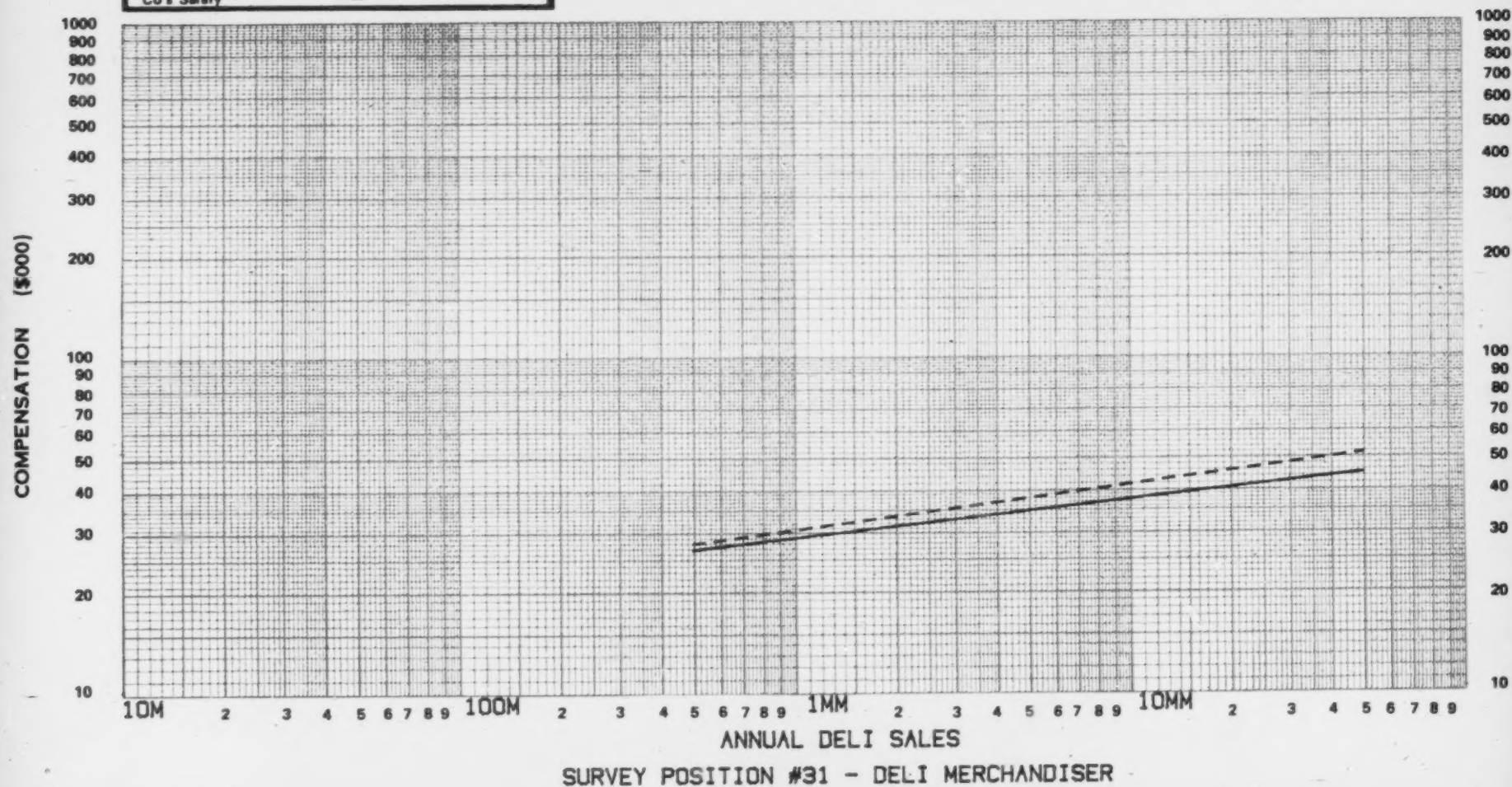
SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$9.9 AND BELOW	BOARD OF DIR.	\$ 40.3	\$ 2.2	\$ 42.5				
	CEO/PRESIDENT	38.0	3.0	41.0				
	C.O.O.				\$ 37.7			
	EXEC. V.P.	36.4	6.0	42.4				
		34.0	4.0	38.0				
		32.2	3.6	35.8				
	ASST. V.P./DIR	31.5	1.0	32.5				
	EXEC. V.P.	31.2	7.2	38.4				
	ASST. V.P./DIR				30.0			
	MANAGER				29.7	\$ 28.0	\$ 30.1	\$ 32.2
		29.5	3.9	33.4				
	ASST. V.P./DIR	29.0	3.7	32.7		27.2	33.3	39.4
	GROUP EXEC.	26.5	0.0	26.5				
	VICE PRESIDENT	26.3	0.0	26.3		26.9	33.8	40.6
	GROUP EXEC.	24.1	0.0	24.1		21.2	23.4	25.7
NO IN POSITION: 28								
\$ 3.9	WEIGHTED GROUP AVG:	\$ 29.9	\$ 2.1	\$ 32.0	\$ 32.1			
NO SCOPE REPORTED	MANAGER	\$ 71.2	\$ 0.0	\$ 71.2		\$ 59.5	\$ 79.4	\$ 99.2
	VICE PRESIDENT	47.5	4.8	52.3				
	VICE PRESIDENT	44.0	10.4	54.4		40.7	49.5	58.4
	VICE PRESIDENT	39.4	0.0	39.4		35.9	43.0	50.2
	SENIOR V.P.				\$ 36.0			
					35.5			
	MANAGER				33.4	30.2	36.4	42.6
NO IN POSITION: 20								
	WEIGHTED GROUP AVG:	\$ 44.7	\$ 6.5	\$ 51.2	\$ 34.0			
NO IN POSITION: 77								
\$ 15.9	POSITION AVERAGE:	\$ 38.9	\$ 4.1	\$ 43.0	\$ 35.0			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.43	1.16
Bonus Co's Total Comp - - - - -	0.36	1.23
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



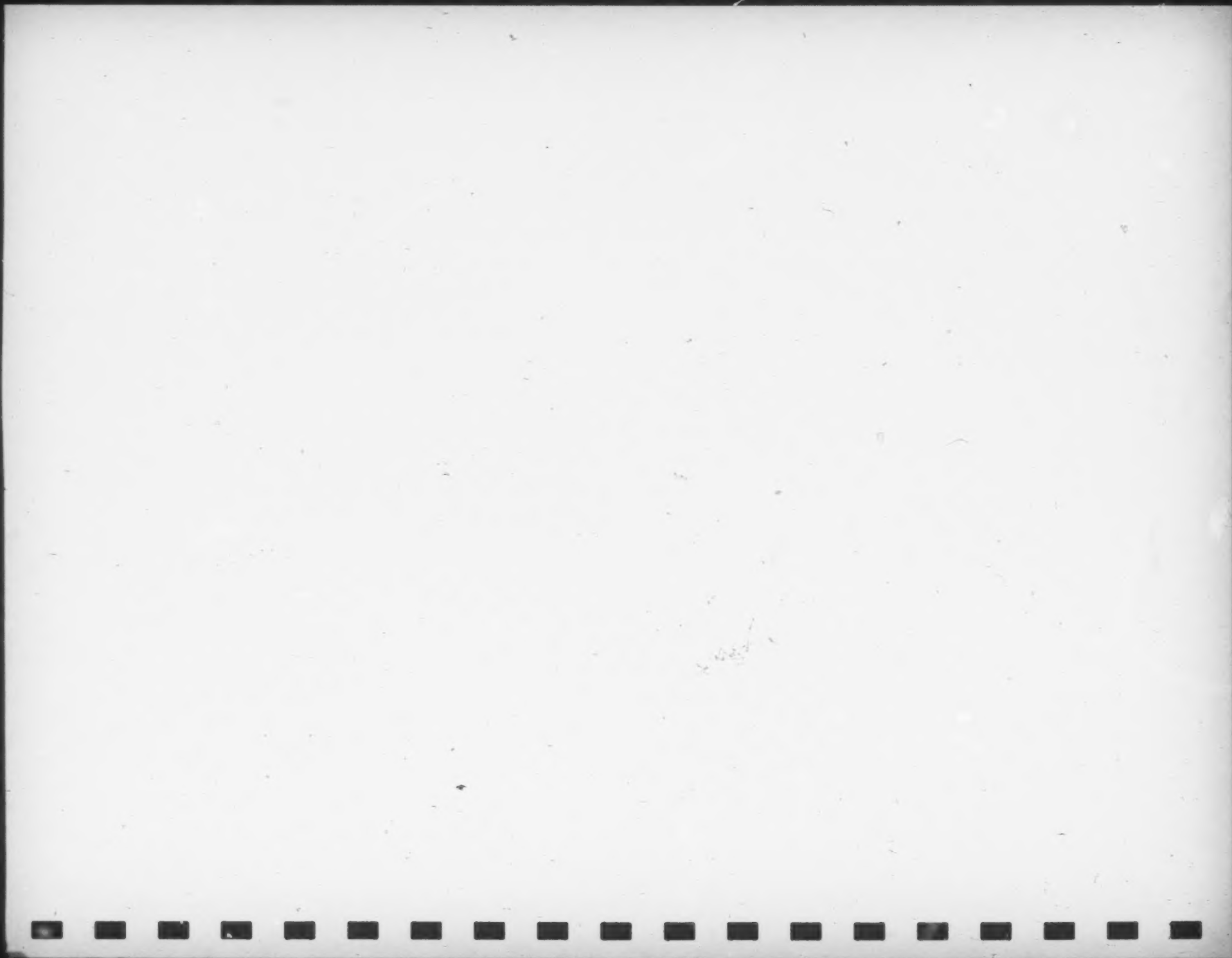
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$5.0 AND ABOVE	GROUP EXEC.	\$ 49.4	\$ 2.8	\$ 52.2		\$ 35.0	\$ 42.0	\$ 50.0
	VICE PRESIDENT	48.5	0.0	48.5		39.7	49.6	59.5
	VICE PRESIDENT	48.2	0.0	48.2				
	VICE PRESIDENT	46.5	0.0	46.5		26.9	35.0	40.3
	GROUP EXEC.				\$ 42.1	27.9	34.8	41.8
	MANAGER				41.0	35.4	43.3	51.3
	VICE PRESIDENT	39.5	4.4	43.9		37.8	38.8	39.5
	VICE PRESIDENT	39.0	1.5	40.5		39.6	49.5	59.4
	REG. V.P./MGR.				37.3	34.5	39.5	44.5
	EXEC. V.P.	37.0	5.9	42.9				
	REG. V.P./MGR.	33.6	1.4	35.0		29.9	37.4	46.8
	MANAGER	33.0	7.0	40.0				
	EXEC. V.P.	29.9	26.2	56.1				
	VICE PRESIDENT	25.0	0.0	25.0		25.1	31.3	37.1
NO IN POSITION: 28								
\$ 11.6	WEIGHTED GROUP AVG:	\$ 36.7	\$ 2.8	\$ 39.5	\$ 40.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

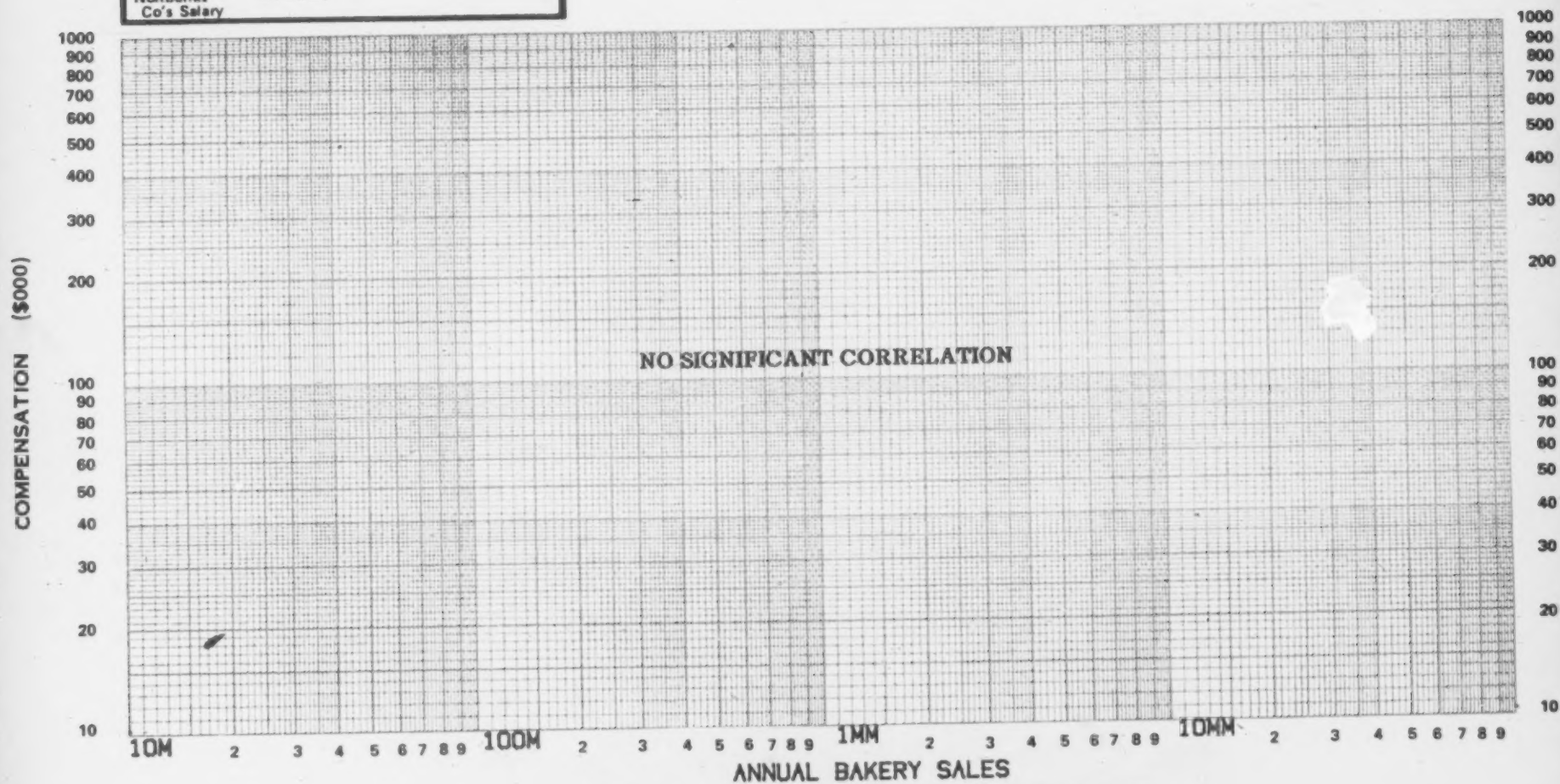
SCOPE ANNUAL BAKERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$4.9 AND BELOW	BOARD OF DIR. C.O.O.	\$ 47.3	\$ 2.8	\$ 50.1	\$ 40.3			
	GROUP EXEC.	40.0	0.0	40.0				
	CEO/PRESIDENT C.O.O.	38.0	3.0	41.0		\$ 30.4	\$ 36.3	\$ 42.3
		33.9	3.6	37.5	36.0			
	ASST. V.P./DIR				31.6			
		29.5	3.9	33.4				
	ASST. V.P./DIR MANAGER	29.0	3.7	32.7		27.2	33.3	39.4
					25.3	20.0	24.0	28.0
NO IN POSITION: 16								
\$ 2.3	WEIGHTED GROUP AVG:	\$ 35.2	\$ 3.0	\$ 38.2	\$ 30.5			
NO SCOPE REPORTED	ASST. V.P./DIR	\$ 59.8	\$ 4.7	\$ 64.5				
	VICE PRESIDENT	43.5	7.4	50.9		\$ 38.2	\$ 46.5	\$ 54.7
	SENIOR V.P.				\$ 41.9			
	VICE PRESIDENT	41.7	1.0	42.7		33.2	39.8	46.5
					35.5			
	VICE PRESIDENT				30.0		30.0	
NO IN POSITION: 14								
	WEIGHTED GROUP AVG:	\$ 44.0	\$ 3.7	\$ 47.7	\$ 35.8			
NO IN POSITION: 58								
\$ 8.2	POSITION AVERAGE:	\$ 38.6	\$ 3.1	\$ 41.7	\$ 35.6			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- - - - -	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #32 - BAKERY MERCHANDISER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND ABOVE	DIV. V.P./MGR.	\$ 50.6	\$ 8.3	\$ 58.9				
	ASST. V.P./DIR				\$ 44.3	\$ 39.0	\$ 44.5	\$ 50.0
		44.0	32.0	76.0				
	ASST. V.P./DIR MANAGER				43.8	31.6	40.3	49.0
					43.0	36.6	45.7	54.9
					41.5			
	GROUP EXEC.				41.4	31.0	38.8	46.6
	ASST. V.P./DIR				41.1	32.1	39.4	46.6
	VICE PRESIDENT	41.1	3.2	44.3		29.5	41.1	44.9
	ASST. V.P./DIR				41.0	35.4	43.3	51.3
		40.5	1.6	42.1				
	ASST. V.P./DIR				39.6	31.6	39.5	47.4
	VICE PRESIDENT				39.0	33.3	40.8	48.3
	REG. V.P./MGR.				38.6	33.2	39.8	47.8
	VICE PRESIDENT	38.2	10.0	48.2				
	GROUP EXEC.				36.1			
	VICE PRESIDENT	35.9	0.0	35.9		26.9	33.8	40.6
	VICE PRESIDENT				34.5			
	REG. V.P./MGR.				33.8	30.5	36.6	44.0
	MANAGER				31.9	28.5	33.9	39.9
	VICE PRESIDENT	31.5	3.0	34.5				
	GROUP EXEC.	31.0	0.0	31.0		28.0	30.8	33.9
	MANAGER	30.1	0.0	30.1		26.5	33.1	39.8
	MANAGER	28.6	4.3	32.9				
	MANAGER	28.4	0.0	28.4		23.4	28.6	33.0
	DIV. V.P./MGR.	28.2	1.5	29.7		25.6	32.0	38.4
	MANAGER	23.9	5.4	29.3				

NO IN POSITION: 127								
\$ 127.2	WEIGHTED GROUP AVG:	\$ 35.9	\$ 4.1	\$ 40.0	\$ 39.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$49.9 AND BELOW	ASST. V.P./DIR	\$ 46.8	\$ 3.9	\$ 50.7		\$ 36.2	\$ 42.5	\$ 48.8
	MANAGER	41.2	6.3	47.5		45.8	56.0	66.4
	MANAGER	39.8	0.0	39.8		34.9	43.6	52.3
	VICE PRESIDENT	38.3	0.0	38.3				
		35.0	0.0	35.0				
	ASST. V.P./DIR	34.8	1.3	36.1				
	ASST. V.P./DIR				\$ 34.1			
	ASST. V.P./DIR				33.0			
	VICE PRESIDENT	31.5	0.0	31.5		23.0	30.8	38.4
	MANAGER				29.6	27.8	39.2	50.6
	MANAGER				28.6	19.4	29.7	40.0
NO IN POSITION: 132								
\$ 26.5	WEIGHTED GROUP AVG:	\$ 37.3	\$ 2.4	\$ 39.7	\$ 29.6			

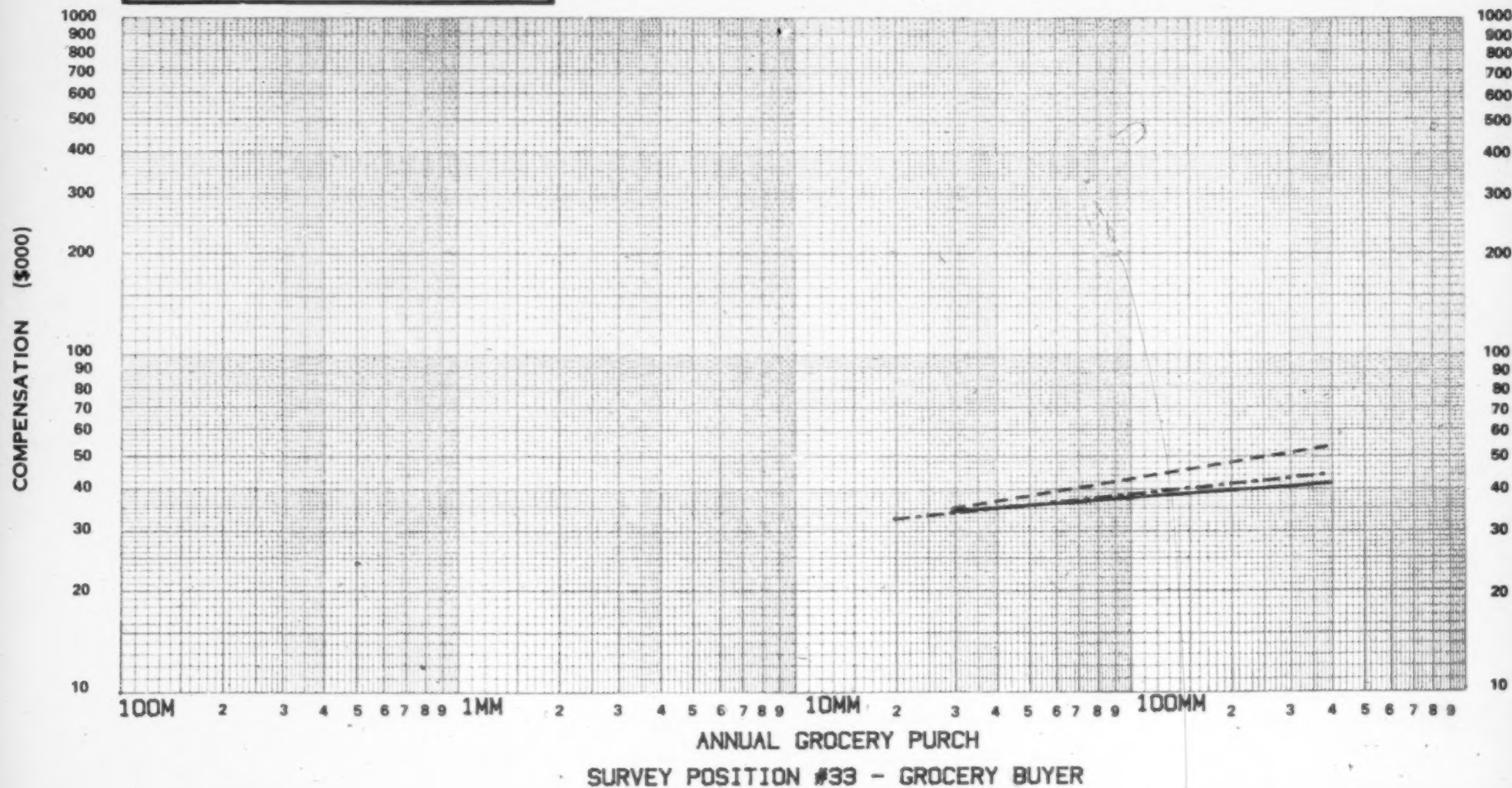
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	GROUP EXEC.	\$ 48.5	\$ 7.5	\$ 56.0		\$ 35.0	\$ 43.6	\$ 52.4
	VICE PRESIDENT	48.4	6.7	55.1		39.6	49.5	59.4
	ASST. V.P./DIR				\$ 47.8			
	ASST. V.P./DIR	45.8	6.8	52.6		35.5	45.5	60.0
	VICE PRESIDENT				43.8			
	ASST. V.P./DIR	40.6	0.0	40.6		35.9	43.0	50.2
	MANAGER	39.8	0.0	39.8		33.7	42.1	50.5
	MANAGER	37.4	1.6	39.0		31.2	39.0	46.8
	MANAGER	37.0	0.0	37.0		33.0	44.0	55.0
	VICE PRESIDENT	36.3	2.2	38.5				
	MANAGER				35.2	30.2	36.4	42.6
					31.5	24.5	29.4	35.3
	VICE PRESIDENT	30.0	0.3	30.3		20.0	28.5	37.0
		28.5	1.0	29.5				
	ASST. V.P./DIR	26.9	3.1	30.0	27.0	21.0	24.9	28.8
	EXEC. V.P.				24.8	18.0	25.0	32.0
	EXEC. V.P.	23.4	1.0	24.4				
NO IN POSITION: 80								
WEIGHTED GROUP AVG:		\$ 36.5	\$ 1.9	\$ 38.4	\$ 36.9			
NO IN POSITION: 339								
\$ 75.9	POSITION AVERAGE:	\$ 36.5	\$ 2.9	\$ 39.4	\$ 34.4			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.08	1.21
Bonus Co's Total Comp - - - - -	0.22	1.26
Nonbonus Co's Salary -	0.40	1.11

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1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND ABOVE		\$ 55.6	\$ 20.0	\$ 75.6				
	DIV. V.P./MGR.				\$ 55.5	\$ 45.3	\$ 54.3	\$ 65.3
	DIV. V.P./MGR. MANAGER	50.1	8.2	58.3	48.4	36.6	45.7	54.9
	VICE PRESIDENT MANAGER	46.3	0.0	46.3	46.0	39.0	44.5	50.0
	VICE PRESIDENT				42.9	31.6	40.3	49.0
	VICE PRESIDENT	42.0	0.0	42.0		34.9	43.2	51.6
	VICE PRESIDENT				41.3	33.3	40.8	48.3
	ASST. V.P./DIR				41.0	31.6	39.5	47.4
	DIV. V.P./MGR.	36.6	1.5	38.1		23.6	29.5	35.4
	MANAGER	32.5	12.0	44.5				
	MANAGER	20.1	0.0	20.1		22.6	28.2	33.9
\$ 151.9	NO IN POSITION: 19 WEIGHTED GROUP AVG:	\$ 43.3	\$ 6.6	\$ 50.0	\$ 45.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$74.9 AND BELOW	VICE PRESIDENT	\$ 44.6	\$ 0.0	\$ 44.6		\$ 37.7	\$ 47.5	\$ 57.0
	ASST. V.P./DIR				\$ 41.0	35.4	43.3	51.3
		40.0	0.0	40.0				
	MANAGER	39.8	6.3	46.1		45.8	56.0	66.4
	VICE PRESIDENT	39.5	3.0	42.5				
	VICE PRESIDENT				36.7			
	ASST. V.P./DIR				35.8			
	VICE PRESIDENT	34.2	0.0	34.2		29.5	35.0	39.0
					34.1			
	ASST. V.P./DIR				33.4			
	MANAGER	32.7	4.9	37.6				
	MANAGER	28.4	0.0	28.4		23.4	28.6	33.0
	MANAGER				28.3	27.8	33.3	38.9
	MANAGER				26.7	18.7	30.0	41.2
NO IN POSITION: 59								
\$ 27.7	WEIGHTED GROUP AVG:	\$ 36.9	\$ 2.6	\$ 39.6	\$ 29.5			

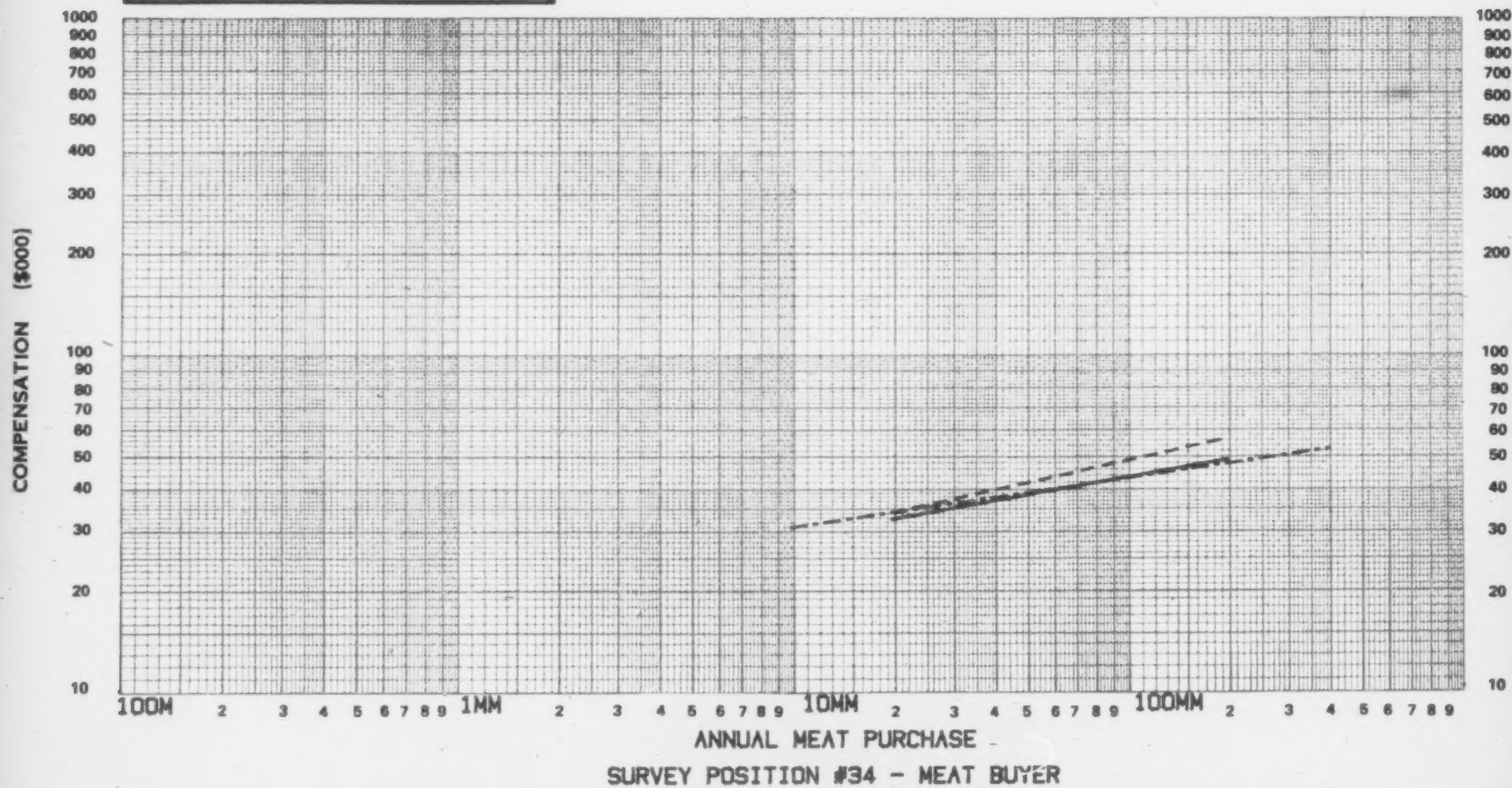
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 53.0	\$ 35.9	\$ 43.0	\$ 50.2
	VICE PRESIDENT				50.6			
	VICE PRESIDENT	\$ 48.6	\$ 5.1	\$ 53.7		39.6	49.5	59.4
	ASST. V.P./DIR	46.3	0.0	46.3		33.7	42.1	50.5
	ASST. V.P./DIR				46.0			
	ASST. V.P./DIR	45.3	6.8	52.1		35.3	45.7	60.2
	MANAGER	43.6	0.0	43.6		33.0	44.0	55.0
	VICE PRESIDENT	40.7	1.8	42.5		35.3	44.1	52.9
	VICE PRESIDENT	39.0	2.0	41.0				
					38.1			
	MANAGER				36.0	30.2	36.4	42.6
					34.5	24.5	29.4	35.3
	ASST. V.P./DIR	32.3	3.8	36.1		23.9	29.4	34.9
	ASST. V.P./DIR	26.3	1.0	27.3		19.0	26.3	33.5
	VICE PRESIDENT				25.0			
NO IN POSITION: 34								
WEIGHTED GROUP AVG:		\$ 36.8	\$ 1.9	\$ 38.7	\$ 39.2			
NO IN POSITION: 112								
\$ 58.0	POSITION AVERAGE:	\$ 38.1	\$ 3.2	\$ 41.3	\$ 33.9			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.29	1.19
Bonus Co's Total Comp	-----	0.28	1.25
Nonbonus Co's Salary	-.-.-.-	0.76	1.11

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY





FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$25.0 AND ABOVE	ASST. V.P./DIR MANAGER				\$ 48.2 47.8	\$ 39.0 36.6	\$ 44.5 45.7	\$ 50.0 54.9
	DIV. V.P./MGR.	\$ 46.3 46.1	\$ 26.8 7.6	\$ 73.1 53.7				
	VICE PRESIDENT				43.7	31.6	40.3	49.0
	VICE PRESIDENT				43.0	33.3	40.8	48.3
	ASST. V.P./DIR				41.0	35.4	43.3	51.3
	DIV. V.P./MGR.				39.5	27.9	33.5	40.2
	ASST. V.P./DIR	39.1	0.0	39.1		34.9	43.6	52.3
	DIV. V.P./MGR.	38.3	1.3	39.6		23.6	29.5	35.4
	VICE PRESIDENT	37.5	0.0	37.5		37.5	46.7	55.9
	VICE PRESIDENT	37.0	3.5	40.5		36.8	37.0	37.1
	ASST. V.P./DIR				36.8	31.6	39.5	47.4
	MANAGER	34.4	0.0	34.4		26.5	33.1	39.8
	MANAGER	30.9	3.5	34.4				
	NO IN POSITION:	42						
\$ 77.7	WEIGHTED GROUP AVG:	\$ 40.8	\$ 4.9	\$ 45.7	\$ 42.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH (\$MIL.)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$24.9 AND BELOW	ASST. V.P./DIR MANAGER	\$ 37.8	\$ 4.1	\$ 41.9	\$ 41.2 40.8	\$ 32.1 38.2	\$ 39.4 46.5	\$ 46.6 54.8
	VICE PRESIDENT	35.6	0.0	35.6				
	ASST. V.P./DIR				33.3			
		32.0	0.0	32.0				
	ASST. V.P./DIR MANAGER				31.5			
	MANAGER	29.9	4.5	34.4				
	GROUP EXEC.	29.0	0.0	29.0		28.0	30.8	33.9
	MANAGER				29.0	24.5	34.3	44.1
	MANAGER				28.9	16.5	27.6	38.7
	MANAGER	25.7	0.0	25.7		23.4	28.6	33.0
		-----	-----	-----	-----			
	NO IN POSITION: 59							
\$ 9.5	WEIGHTED GROUP AVG:	\$ 32.2	\$ 2.4	\$ 34.6	\$ 30.4			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

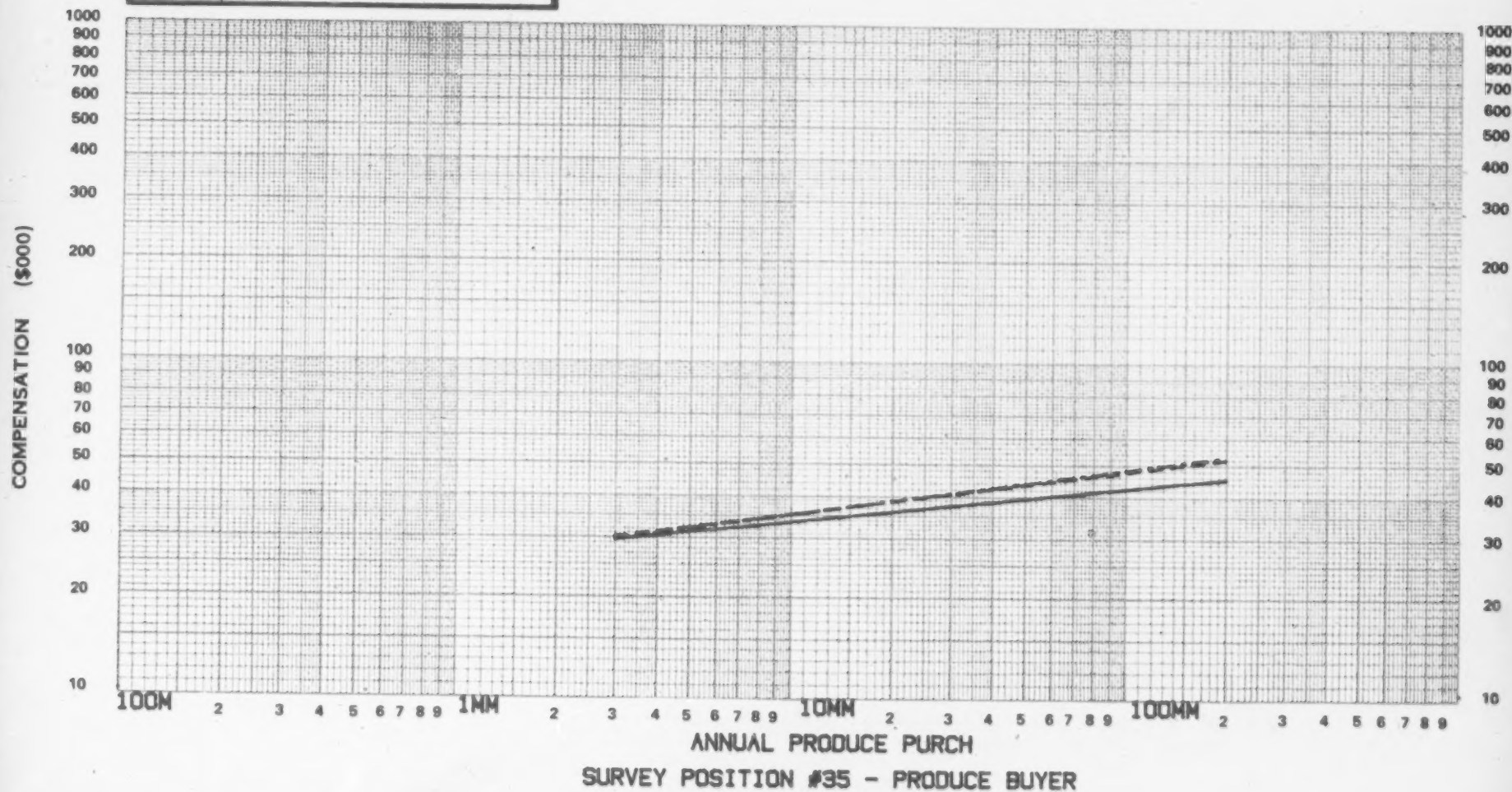
SCOPE ANNUAL PRODUCE PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 63.1	\$ 38.7	\$ 48.4	\$ 58.1
	EXEC. V.P.	\$ 52.0	\$ 20.0	\$ 72.0		41.8	52.3	62.8
	ASST. V.P./DIR	50.4	1.5	51.9				
	VICE PRESIDENT	49.3	6.4	55.7		39.6	49.5	59.4
	ASST. V.P./DIR				42.3			
	VICE PRESIDENT				42.0			
	MANAGER	41.2	0.0	41.2		33.0	44.0	55.0
	ASST. V.P./DIR	39.3	5.8	45.1		29.5	36.5	54.9
	ASST. V.P./DIR	39.1	0.0	39.1		33.7	42.1	50.5
		38.8	1.3	40.1		35.3	44.1	52.9
	MANAGER				36.8	27.4	36.5	45.7
	ASST. V.P./DIR	36.4	4.2	40.6		23.9	29.4	34.9
	GROUP EXEC.				35.8	27.9	34.8	41.8
	MANAGER				35.3	30.2	36.4	42.6
	MANAGER				30.4	24.7	30.4	36.0
					28.4	24.5	29.4	35.3
					28.4			
NO IN POSITION: 43								
WEIGHTED GROUP AVG:		\$ 43.0	\$ 4.2	\$ 47.2	\$ 36.4			
NO IN POSITION: 144								
\$ 37.9	POSITION AVERAGE:	\$ 38.5	\$ 3.9	\$ 42.4	\$ 35.3			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.41	1.14
Bonus Co's Total Comp	-----	0.28	1.25
Nonbonus Co's Salary	-.-.-.-	0.65	1.11

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW					\$ 58.3			
	ASST. V.P./DIR				49.0	\$ 39.0	\$ 44.5	\$ 50.0
	MANAGER				42.8	36.6	45.7	54.9
	ASST. V.P./DIR				40.0	32.1	39.4	46.6
	ASST. V.P./DIR				39.1	31.6	39.5	47.4
	VICE PRESIDENT				37.8	33.3	40.8	48.3
		\$ 36.4	\$ 4.0	\$ 40.4				
	ASST. V.P./DIR				36.3			
	ASST. V.P./DIR				34.1			
	VICE PRESIDENT	32.5	0.0	32.5				
	MANAGER	32.5	0.0	32.5		23.4	28.6	33.0
	MANAGER	32.3	0.0	32.3		26.5	33.1	39.8
		32.0	0.0	32.0				
	MANAGER				30.6	28.0	30.6	33.2
	VICE PRESIDENT				30.2			
					29.5			
	MANAGER	26.5	4.0	30.5				
NO IN POSITION: 19								
\$ 57.5	WEIGHTED GROUP AVG:	\$ 32.0	\$ 1.4	\$ 33.4	\$ 38.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

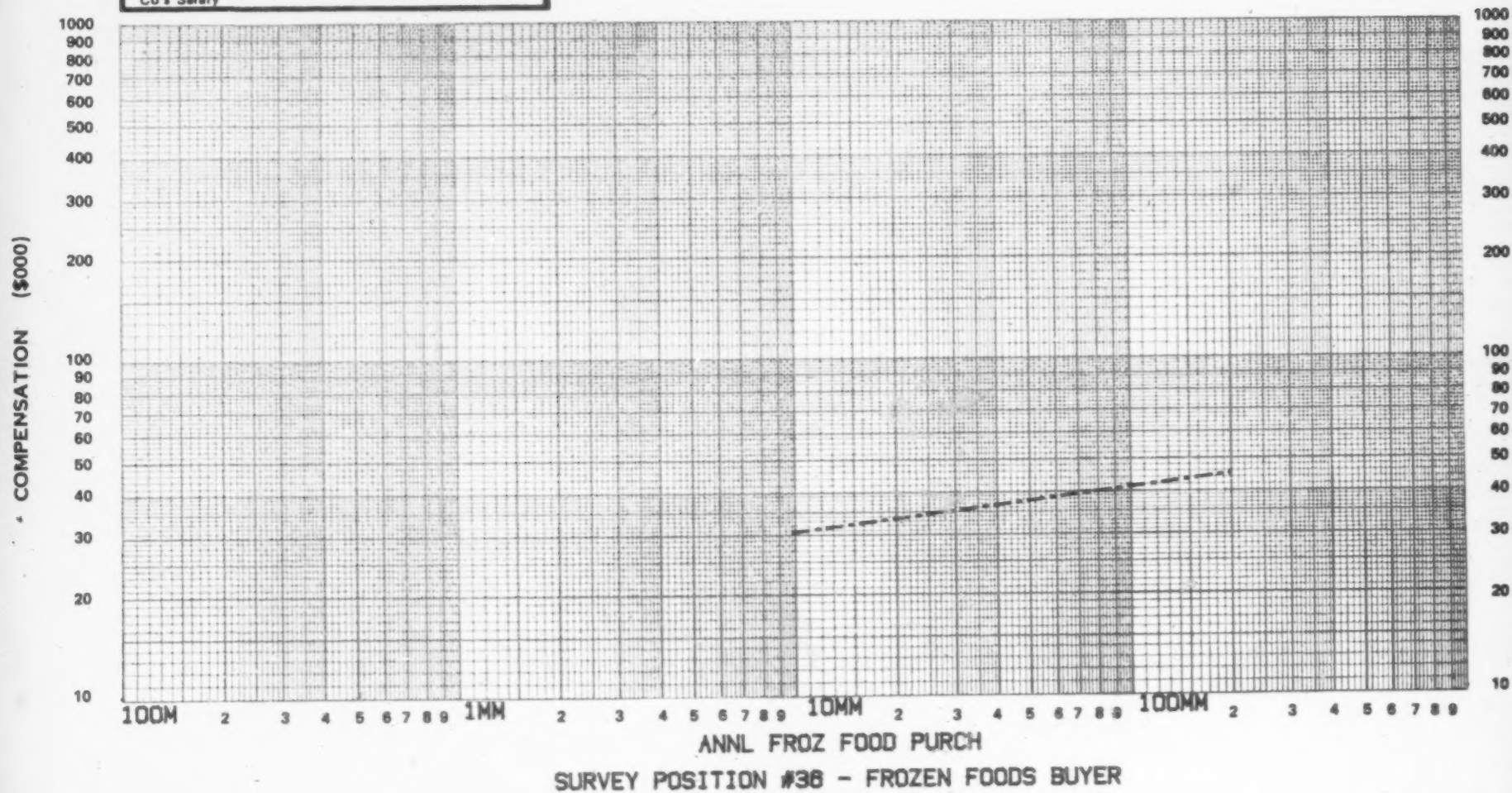
SCOPE ANNL FROZ FOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 61.0			
	ASST. V.P./DIR				47.2	\$ 31.6	\$ 40.3	\$ 49.0
	ASST. V.P./DIR				46.2			
	ASST. V.P./DIR	\$ 42.0	\$ 8.5	\$ 50.5		35.0	39.5	43.0
	MANAGER	36.5	0.0	36.5		33.7	42.1	50.5
					32.0	24.5	29.4	35.3
	VICE PRESIDENT				27.6	21.5	27.6	33.7
	ASST. V.P./DIR	24.0	0.8	24.8		21.0	24.9	28.8
					18.6			
NO IN POSITION: 10								
WEIGHTED GROUP AVG: \$ 34.2		\$ 34.2	\$ 3.1	\$ 37.3	\$ 37.2			
NO IN POSITION: 29								
\$ 57.5	POSITION AVERAGE:	\$ 32.7	\$ 2.0	\$ 34.7	\$ 38.1			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	0.39 1.15

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH. (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$125.0 AND BELOW	MANAGER				\$ 48.7	\$ 36.6	\$ 45.7	\$ 54.9
	VICE PRESIDENT				46.7	39.0	44.5	50.0
	VICE PRESIDENT	\$ 37.9	\$ 0.0	\$ 37.9		26.9	33.8	40.6
	VICE PRESIDENT				37.8	33.3	40.8	48.3
	VICE PRESIDENT				37.3			
	MANAGER	33.8	0.0	33.8		26.5	33.1	39.8
	ASST. V.P./DIR				33.6			
		32.0	0.0	32.0				
	MANAGER	27.3	0.0	27.3		23.4	28.6	33.0
	NO IN POSITION: 21							
\$ 75.1	WEIGHTED GROUP AVG:	\$ 32.8	\$ 0.0	\$ 32.8	\$ 46.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

SCOPE ANNUAL DAIRY PURCH. (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.6	\$ 3.0	\$ 58.6				
	VICE PRESIDENT	49.6	7.2	56.8		\$ 39.6	\$ 49.5	\$ 59.4
	ASST. V.P./DIR				\$ 46.2			
	MANAGER	38.6	0.0	38.6		33.7	42.1	50.5
	ASST. V.P./DIR				34.6	30.7	36.9	43.0
	ASST. V.P./DIR	32.9	4.2	37.1		23.9	29.4	34.9
	VICE PRESIDENT				32.5	23.4	32.5	41.6
					26.5			
	ASST. V.P./DIR	19.7	2.9	22.6		17.5	25.3	35.4
NO IN POSITION: 10								
WEIGHTED GROUP AVG:		\$ 39.3	\$ 3.4	\$ 42.7	\$ 34.5			
NO IN POSITION: 31								
\$ 75.1	POSITION AVERAGE:	\$ 36.4	\$ 1.9	\$ 38.3	\$ 43.5			

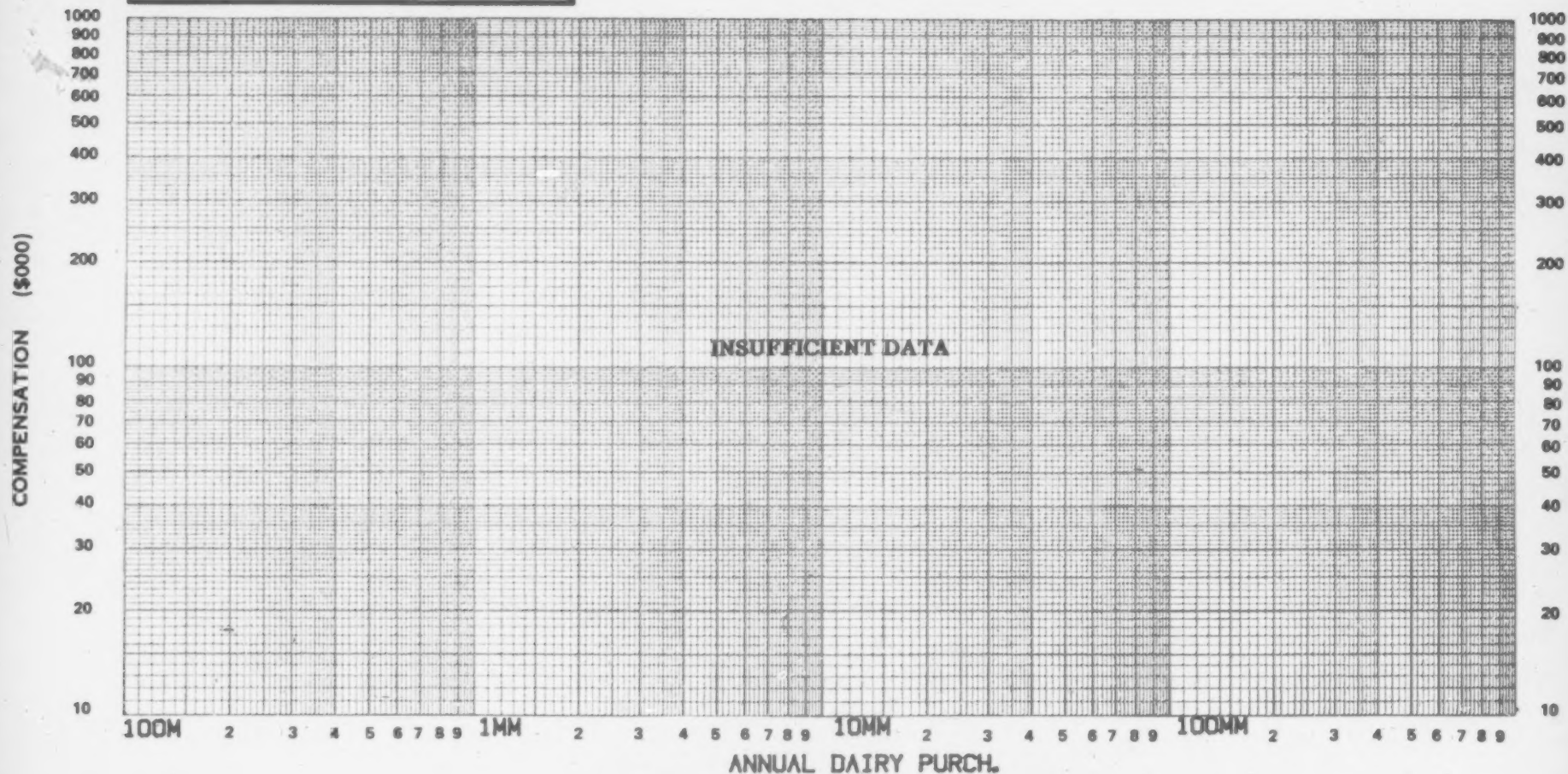


LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary		

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1987/1988 MANAGEMENT COMPENSATION STUDY



ANNUAL DAIRY PURCH.
SURVEY POSITION #37 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product-inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$20.0 AND ABOVE	DIV. V.P./MGR.	\$ 47.5	\$ 6.7	\$ 54.2				
	ASST. V.P./DIR				\$ 44.7	\$ 39.0	\$ 44.5	\$ 50.0
	MANAGER				44.6	36.6	45.7	54.9
	MANAGER	44.6	4.7	49.3		45.8	56.0	66.4
	DIV. V.P./MGR.				42.1	35.9	43.0	51.6
	MANAGER	40.6	0.0	40.6		34.9	43.6	52.3
	VICE PRESIDENT	37.3	0.0	37.3		26.9	33.8	40.6
	VICE PRESIDENT	36.9	4.0	40.9		30.0	35.2	40.4
	ASST. V.P./DIR				35.1	30.1	36.9	43.6
	ASST. V.P./DIR				32.4	26.5	32.6	38.5
	MANAGER	32.2	0.0	32.2		23.4	28.6	33.0
	MANAGER	29.3	0.0	29.3		26.5	33.1	39.8
		28.6	9.2	37.8				
	MANAGER	28.1	4.2	32.3				
	DIV. V.P./MGR.	27.3	1.5	28.8		25.6	32.0	38.4
					24.1			
	NO IN POSITION: 64							
\$ 49.5	WEIGHTED GROUP AVG:	\$ 39.0	\$ 3.2	\$ 42.2	\$ 40.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

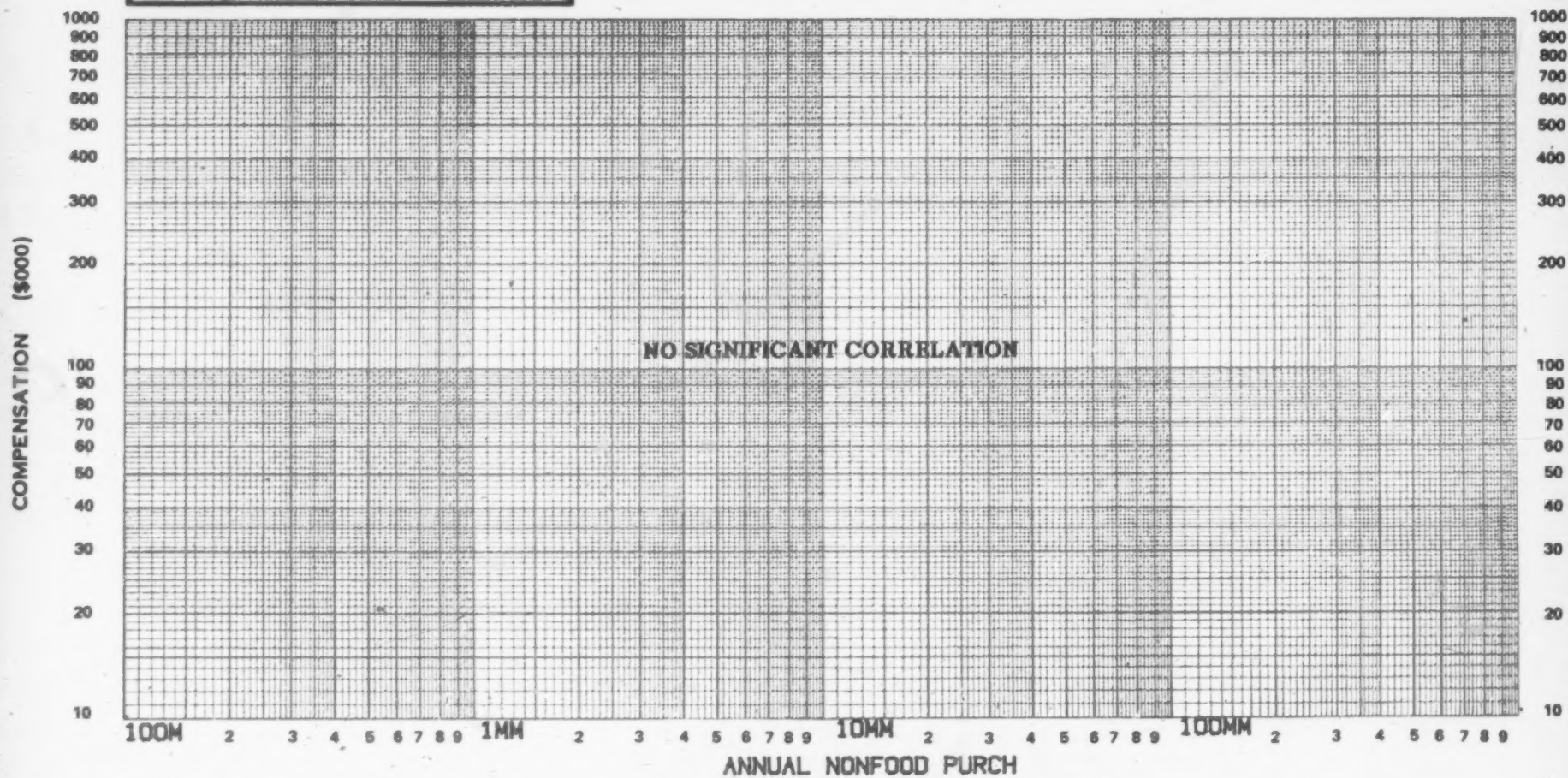
SCOPE ANNUAL NONFOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$19.9 AND BELOW	VICE PRESIDENT	\$ 40.0	\$ 11.0	\$ 51.0				
	ASST. V.P./DIR	39.4	4.4	43.8		\$ 35.7	\$ 42.0	\$ 48.3
	ASST. V.P./DIR	35.4	1.3	36.7				
	ASST. V.P./DIR				\$ 34.6			
					33.7			
		30.0	0.0	30.0				
	GROUP EXEC.	29.6	1.1	30.7				
	ASST. V.P./DIR MANAGER				29.1 27.8	22.8	29.7	36.5
	ASST. V.P./DIR				26.0			
	VICE PRESIDENT				20.4			
NO IN POSITION: 26								
\$ 9.8	WEIGHTED GROUP AVG:	\$ 35.7	\$ 4.8	\$ 40.5	\$ 27.5			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 51.8	\$ 5.6	\$ 57.4		\$ 39.6	\$ 49.5	\$ 59.4
	ASST. V.P./DIR	48.4	0.8	49.2				
	ASST. V.P./DIR				\$ 45.2			
	ASST. V.P./DIR				41.0			
					39.9			
	VICE PRESIDENT	38.8	1.2	40.0		29.9	37.4	44.9
	VICE PRESIDENT	38.0	2.0	40.0				
	ASST. V.P./DIR				36.8	31.6	39.5	47.4
	ASST. V.P./DIR	36.7	5.5	42.2		25.9	32.9	37.9
	VICE PRESIDENT	33.9	0.0	33.9		33.0	44.0	55.0
	MANAGER				33.6	30.2	36.4	42.6
	ASST. V.P./DIR	28.3	3.3	31.6		19.8	24.3	28.8
	MANAGER				22.5	20.6	22.8	25.0
NO IN POSITION: 34								
	WEIGHTED GROUP AVG:	\$ 40.5	\$ 3.0	\$ 43.5	\$ 36.2			
NO IN POSITION: 124								
\$ 38.0	POSITION AVERAGE:	\$ 39.1	\$ 3.3	\$ 42.4	\$ 35.3			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- - - - -	

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #38 - NONFOOD BUYER

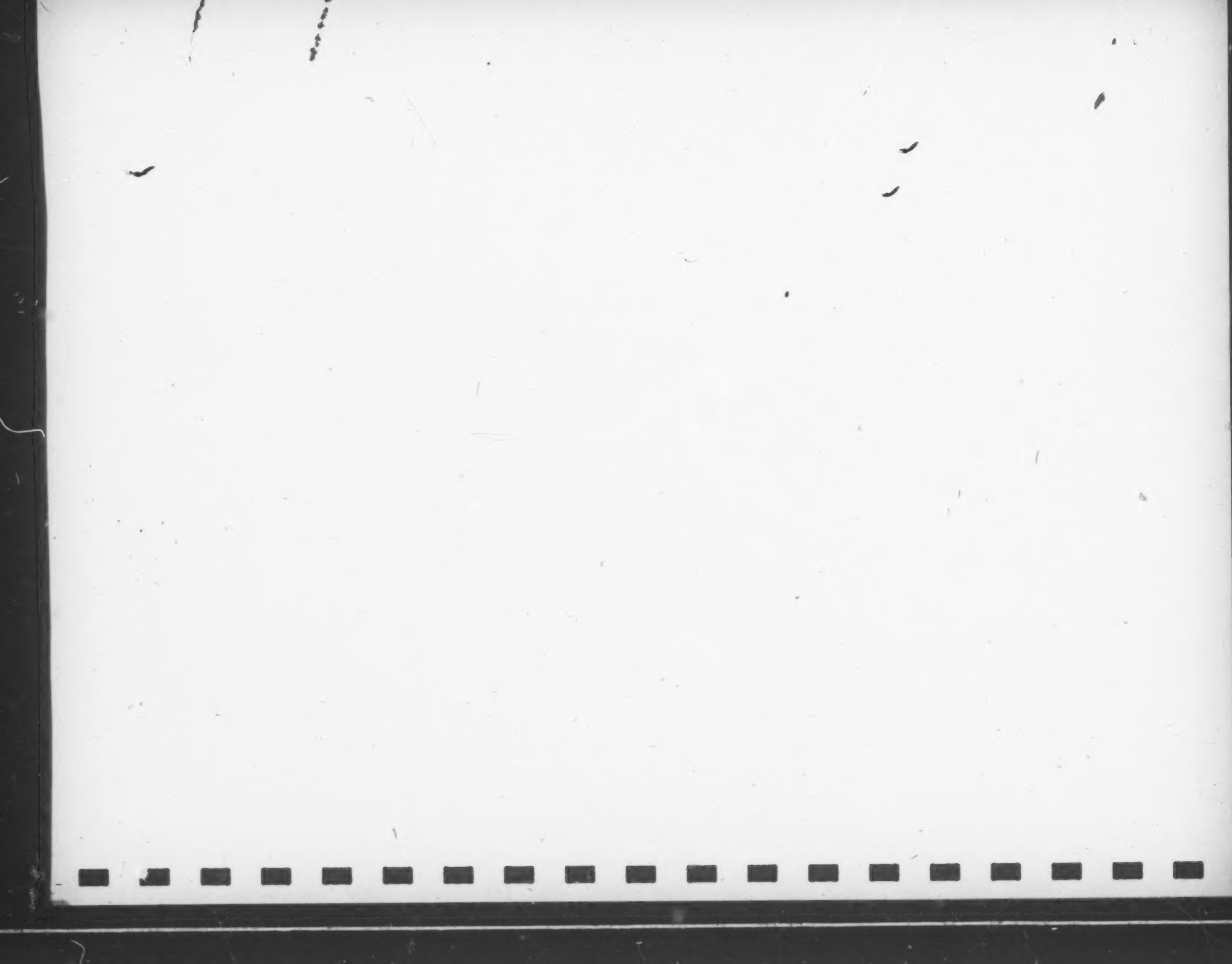
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$125.0 AND BELOW	ASST. V.P./DIR				\$ 50.7	\$ 31.6	\$ 40.3	\$ 49.0
	DIV. V.P./MGR.				50.4	45.3	54.3	65.3
		\$ 48.1	\$ 16.0	\$ 64.1				
	ASST. V.P./DIR	39.4	3.0	42.4		32.6	38.3	44.0
	ASST. V.P./DIR				38.2	31.6	39.5	47.4
	MANAGER	32.1	0.0	32.1		23.4	28.6	33.0
	ASST. V.P./DIR	31.5	1.2	32.7				
	GROUP EXEC.				30.0	27.9	34.8	41.8
	VICE PRESIDENT	29.5	0.0	29.5				
	NO IN POSITION:	10						
\$ 39.9	WEIGHTED GROUP AVG:	\$ 36.1	\$ 4.1	\$ 40.2	\$ 43.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

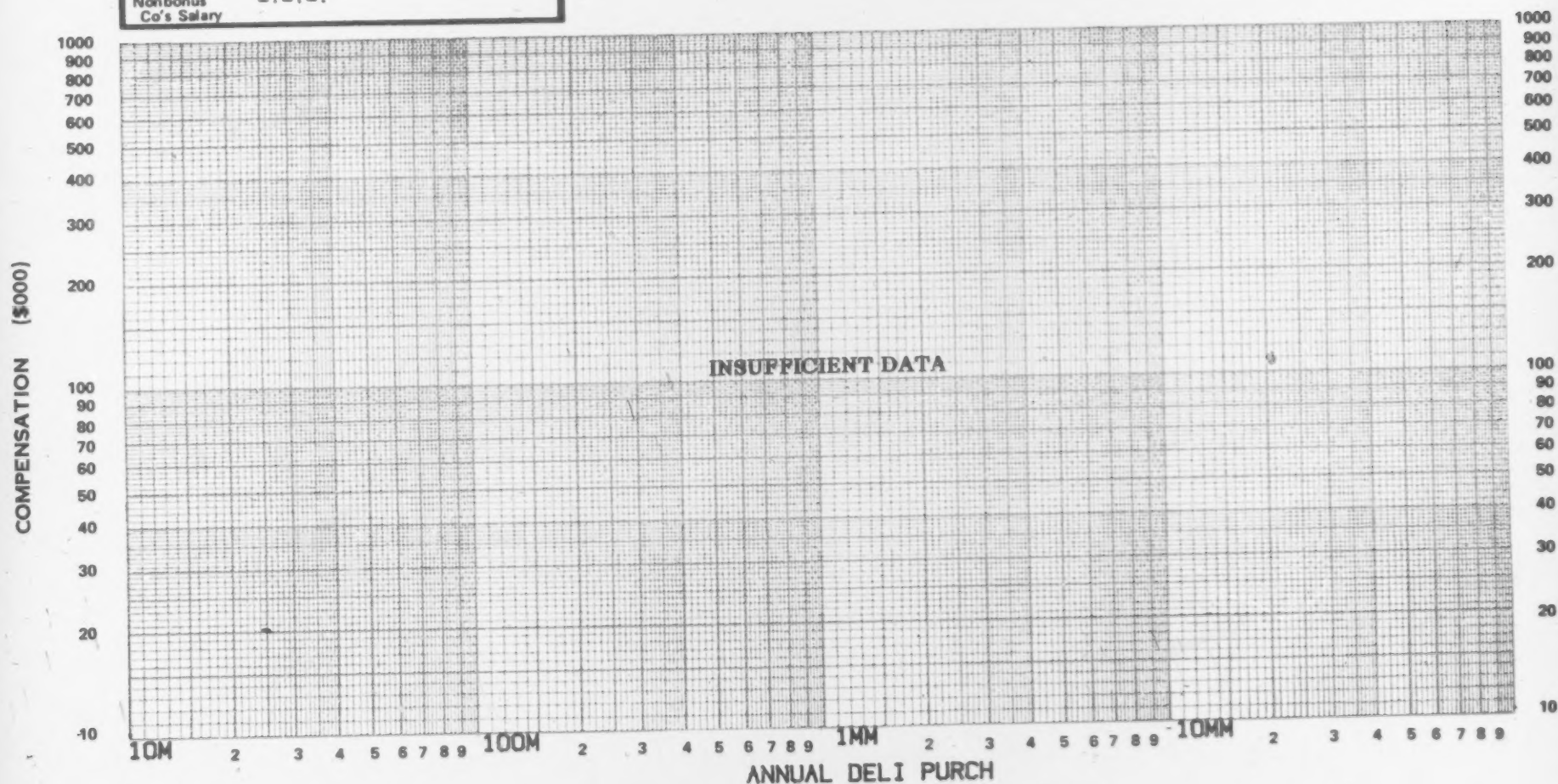
SCOPE ANNUAL DELI PURCH (\$MIL)	REPORTS TO	/ BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	EXEC. V.P.	\$ 50.5	\$ 13.0	\$ 63.5		\$ 35.0	\$ 43.6	\$ 52.4
	VICE PRESIDENT				\$ 49.2			
	ASST. V.P./DIR	48.1	0.0	48.1				
	VICE PRESIDENT				41.3	33.3	40.8	48.3
	ASST. V.P./DIR				41.1	30.7	36.9	43.0
	VICE PRESIDENT	40.0	1.7	41.7		29.9	37.4	44.9
	VICE PRESIDENT	39.0	2.0	41.0				
	MANAGER				38.2	30.2	36.4	42.6
	ASST. V.P./DIR	38.1	0.0	38.1		33.7	42.1	50.5
	GROUP EXEC.	25.5	0.8	26.3		24.4	26.8	29.5
					24.1			
NO IN POSITION: 13								
WEIGHTED GROUP AVG:		\$ 41.7	\$ 4.3	\$ 46.0	\$ 40.5			
\$ 39.9	NO IN POSITION: 23							
	POSITION AVERAGE:	\$ 39.4	\$ 4.2	\$ 43.6	\$ 42.1			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-.-.-.-	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #39 - DELI BUYER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

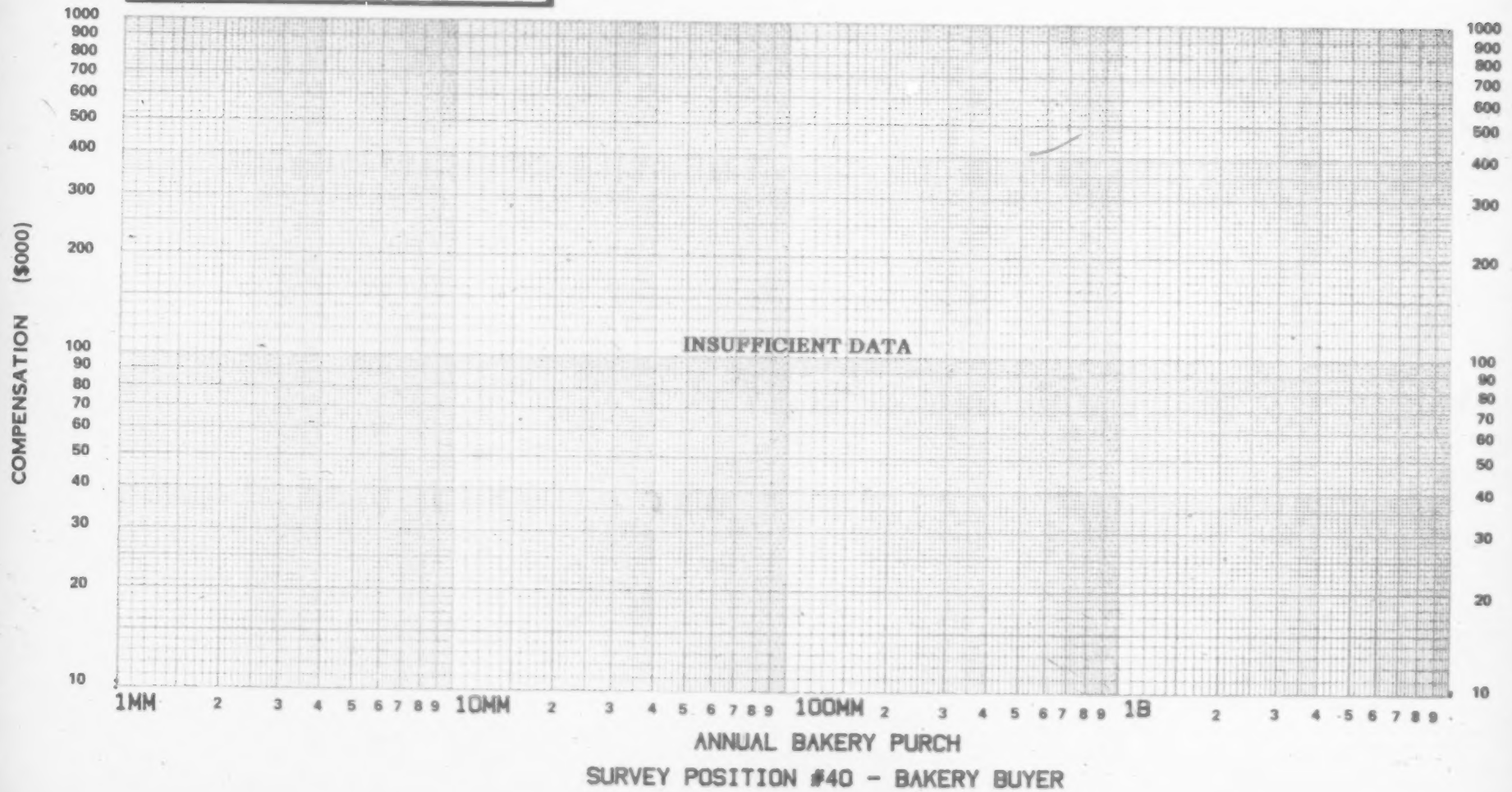
Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	MANAGER				\$ 42.6	\$ 36.6	\$ 45.7	\$ 54.9
	ASST. V.P./DIR				42.6	28.0	35.7	43.4
		\$ 41.9	\$ 16.0	\$ 57.9				
	VICE PRESIDENT	39.5	4.4	43.9		37.8	38.8	39.5
	VICE PRESIDENT	39.5	0.0	39.5		40.4	50.4	60.5
	ASST. V.P./DIR				38.5	34.5	39.5	44.5
	MANAGER	32.1	0.0	32.1		23.4	28.6	33.0
	CEO/PRESIDENT				32.0			
	NO IN POSITION:	9						
\$ 19.0	WEIGHTED GROUP AVG:	\$ 38.3	\$ 5.1	\$ 43.3	\$ 39.7			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 39.0	\$ 2.0	\$ 41.0				
	ASST. V.P./DIR	29.5	4.4	33.9		\$ 19.5	\$ 30.9	\$ 44.9
	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	\$ 34.3	\$ 3.2	\$ 37.5				
\$ 19.0	NO IN POSITION:	11						
	POSITION AVERAGE:	\$ 36.9	\$ 4.5	\$ 41.4	\$ 39.7			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS
EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND ABOVE	CEO/PRESIDENT	\$210.0	\$ 42.0	\$252.0				
	C.O.O.	180.0	0.0	180.0				
	C.O.O.	150.0	52.0	202.0		\$147.6	\$192.0	\$236.2
	EXEC. V.P.	126.0	30.0	156.0				
	CEO/PRESIDENT				\$107.0			
	EXEC. V.P.	96.0	0.0	96.0		85.8	114.4	143.0
	C.O.O.				92.5	93.1	116.4	139.7
	EXEC. V.P.	90.0	0.0	90.0				
	SENIOR V.P.	74.5	18.6	93.1				
	SENIOR V.P.	60.3	0.0	60.3		34.0	53.4	61.5
	GROUP EXEC.	60.0	15.0	75.0				
	SENIOR V.P.	46.8	0.0	46.8		86.9	108.6	130.3
	NO IN POSITION: 16							
\$ 2415.0	WEIGHTED GROUP AVG:	\$ 97.0	\$ 12.1	\$109.1	\$ 97.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1499.9 TO \$750.0	BOARD OF DIR.				\$200.2			
	C.O.O.	\$140.0	\$ 67.3	\$207.3		\$ 96.1	\$120.2	\$144.2
	CEO/PRESIDENT	135.0	40.5	175.5		105.7	133.2	160.7
	CEO/PRESIDENT	132.5	12.0	144.5		102.8	128.5	154.2
	CEO/PRESIDENT	127.0	0.0	127.0		127.0	159.0	191.0
	C.O.O.	99.7	11.1	110.8		78.9	98.6	118.3
	CEO/PRESIDENT	93.5	26.5	120.0		85.5	95.6	105.9
	CEO/PRESIDENT	77.0	49.1	126.1		69.0	84.5	100.0
	SENIOR V.P.	70.0	0.0	70.0		67.6	86.8	106.1
	EXEC. V.P.	70.0	0.0	70.0		88.6	110.8	133.0
	C.O.O.	67.9	14.0	81.9				

NO IN POSITION: 11								
\$ 1010.6	WEIGHTED GROUP AVG:	\$101.3	\$ 22.0	\$123.3	\$200.2			

\$749.9 TO \$250.0	CEO/PRESIDENT	\$ 96.9	\$ 49.0	\$145.9		\$ 69.5	\$ 86.8	\$104.2
	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	81.0	10.0	91.0				
	C.O.O.	80.5	8.3	88.8		57.3	71.7	86.1
	CEO/PRESIDENT	78.0	0.0	78.0				
	CEO/PRESIDENT	75.5	10.0	85.5				
	CEO/PRESIDENT	65.0	0.0	65.0				
	EXEC. V.P.	60.0	32.5	92.5				
	CEO/PRESIDENT	58.8	31.4	90.2		87.4	108.7	130.0
	C.O.O.				\$ 56.0			
	CEO/PRESIDENT	55.0	304.9	359.9				
	CEO/PRESIDENT	44.6	3.4	48.0				

NO IN POSITION: 12								
\$ 426.3	WEIGHTED GROUP AVG:	\$ 71.8	\$ 40.9	\$112.7	\$ 56.0			

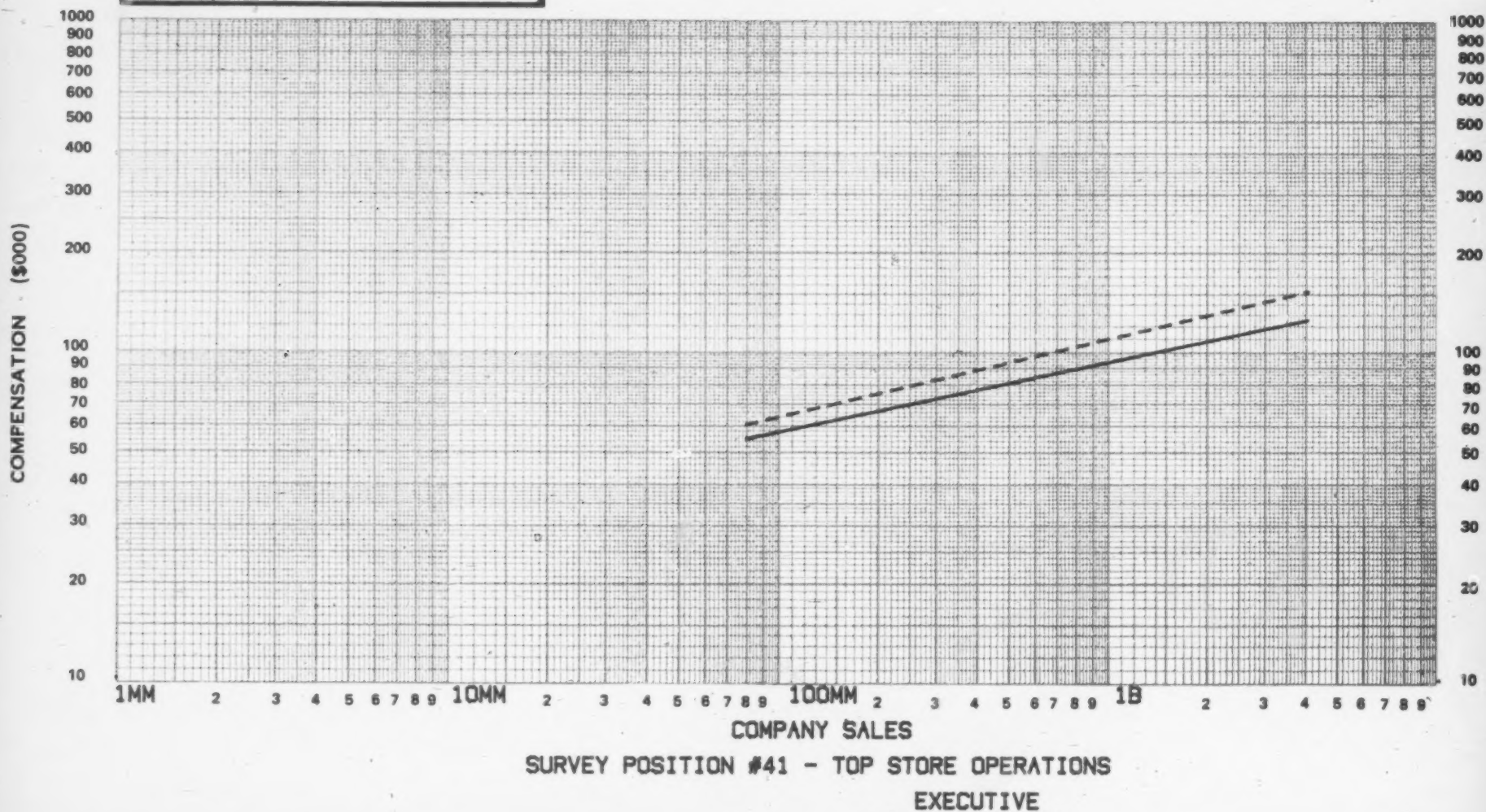
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS
EXECUTIVE

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$249.9 AND BELOW	C.O.O.	\$100.0	\$ 30.0	\$130.0				
	CEO/PRESIDENT				\$ 90.1			
	CEO/PRESIDENT	82.0	0.0	82.0				
	CEO/PRESIDENT	82.0	10.0	92.0				
	EXEC. V.P.	64.3	2.1	66.4				
		58.0	10.5	68.5				
	CEO/PRESIDENT	46.2	0.0	46.2				
	CEO/PRESIDENT	44.0	0.0	44.0				
	CEO/PRESIDENT	42.0	7.0	49.0				
		35.0	0.0	35.0				
	NO IN POSITION: 11							
\$ 131.9	WEIGHTED GROUP AVG:	\$ 58.9	\$ 5.9	\$ 64.8	\$ 90.1			
	NO IN POSITION: 50							
\$ 1126.5	POSITION AVERAGE:	\$ 83.0	\$ 20.2	\$103.2	\$106.4			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.64	1.30
Bonus Co's Total Comp - - - - -	0.60	1.38
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE
EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$500.0 AND ABOVE	VICE PRESIDENT	\$ 68.3	\$ 5.0	\$ 73.3		\$ 46.0	\$ 57.5	\$ 69.0
	VICE PRESIDENT	60.3	0.0	60.3		46.5	58.2	69.8
	VICE PRESIDENT	56.1	3.4	59.5		48.6	60.7	72.8
	VICE PRESIDENT	54.9	0.0	54.9		52.4	66.5	78.6
	VICE PRESIDENT	51.3	0.0	51.3		30.5	38.2	44.0
	VICE PRESIDENT	42.0	0.1	42.1				
	VICE PRESIDENT	41.2	0.0	41.2		32.4	40.0	47.7
	MANAGER	40.4	30.0	70.4				
	VICE PRESIDENT	40.1	4.9	45.0		26.9	34.5	42.0
	ASST. V.P./DIR				\$ 35.0	30.1	36.9	43.6
NO IN POSITION: 10								
\$ 1268.6	WEIGHTED GROUP AVG:	\$ 50.5	\$ 4.8	\$ 55.3	\$ 35.0			

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE
EXECUTIVE

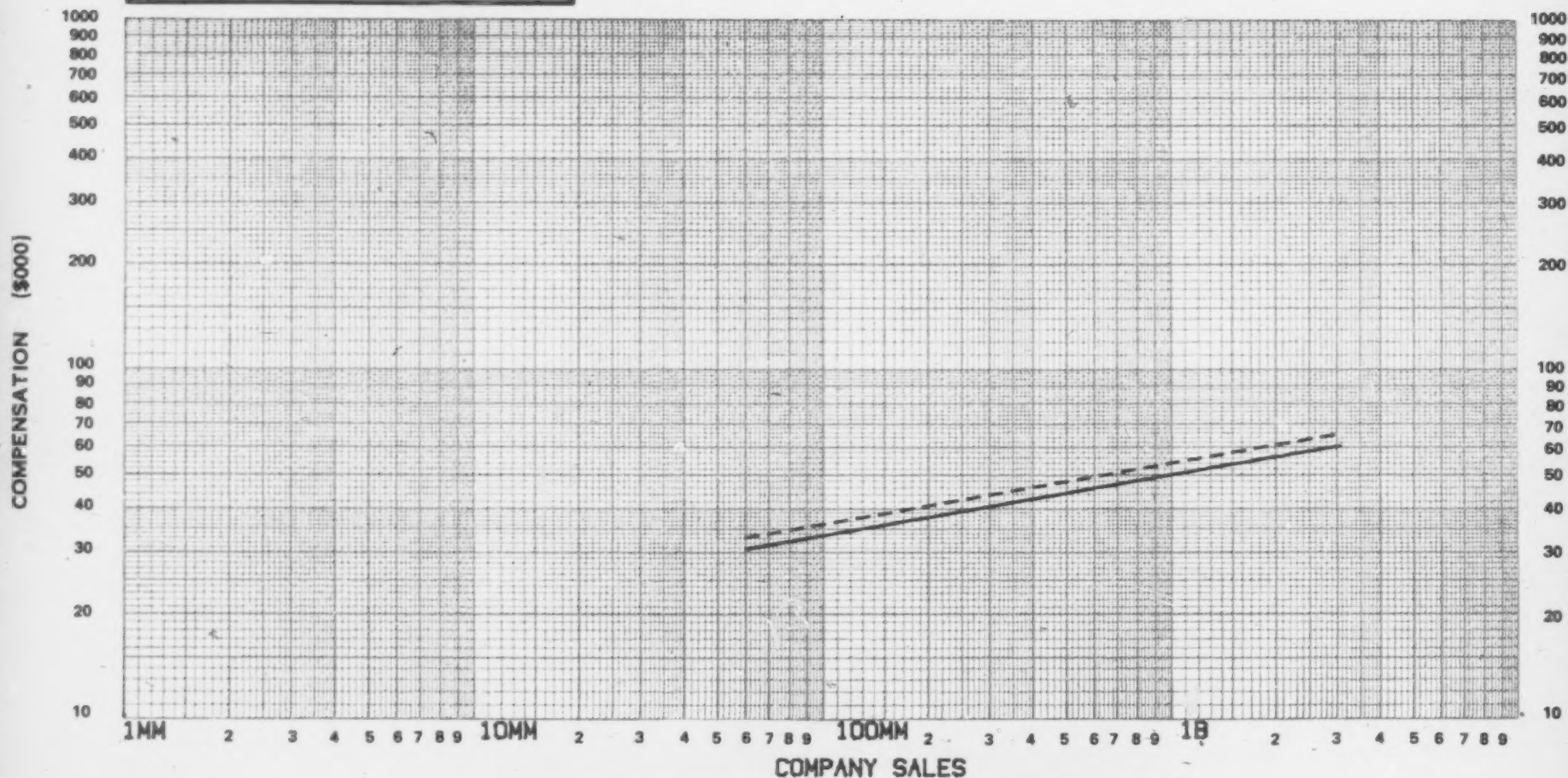
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 AND BELOW	VICE PRESIDENT	\$ 65.0	\$ 16.3	\$ 81.3				
	VICE PRESIDENT				\$ 46.3			
	GROUP EXEC.	45.0	0.0	45.0		\$ 52.0	\$ 65.0	\$ 77.9
	VICE PRESIDENT	43.8	4.0	47.8		33.6	39.6	45.5
	VICE PRESIDENT	43.5	0.0	43.5				
	ASST. V.P./DIR	43.0	15.0	58.0				
	SENIOR V.P.				37.1			
	VICE PRESIDENT	36.9	0.0	36.9				
	ASST. V.P./DIR	35.9	5.0	40.9		25.0	31.7	38.4
		34.6	0.0	34.6				
	ASST. V.P./DIR				34.1			
	EXEC. V.P.				33.8			
		30.0	0.0	30.0				
	NO IN POSITION: 14							
\$ 266.4	WEIGHTED GROUP AVG:	\$ 42.0	\$ 4.4	\$ 46.4	\$ 37.1			
	NO IN POSITION: 24							
\$ 684.0	POSITION AVERAGE:	\$ 46.2	\$ 4.7	\$ 50.9	\$ 36.7			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.65	1.14
Bonus Co's Total Comp - - - - -	0.49	1.20
Nonbonus Co's Salary -		

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - TOP STORE MAINTENANCE
EXECUTIVE

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL
MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$500.0 AND ABOVE	CEO/PRESIDENT	\$185.4	\$ 21.3	\$206.7		\$156.4	\$195.6	\$234.7
	C.O.O.	150.0	40.5	190.5		115.0	137.0	164.0
	C.O.O.	133.0	10.5	143.5		86.0	103.0	133.0
	EXEC. V.P.	132.0	62.0	194.0		127.0	159.0	191.0
	C.O.O.	125.0	0.0	125.0				
	CEO/PRESIDENT	105.0	26.0	131.0				
	EXEC. V.P.	78.8	19.2	98.0		51.5	68.3	85.0
	VICE PRESIDENT	46.8	0.0	46.8		76.6	95.8	115.0
NO IN POSITION: 15								
\$ 1279.5	WEIGHTED GROUP AVG:	\$116.8	\$ 28.4	\$145.2				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL
MANAGER

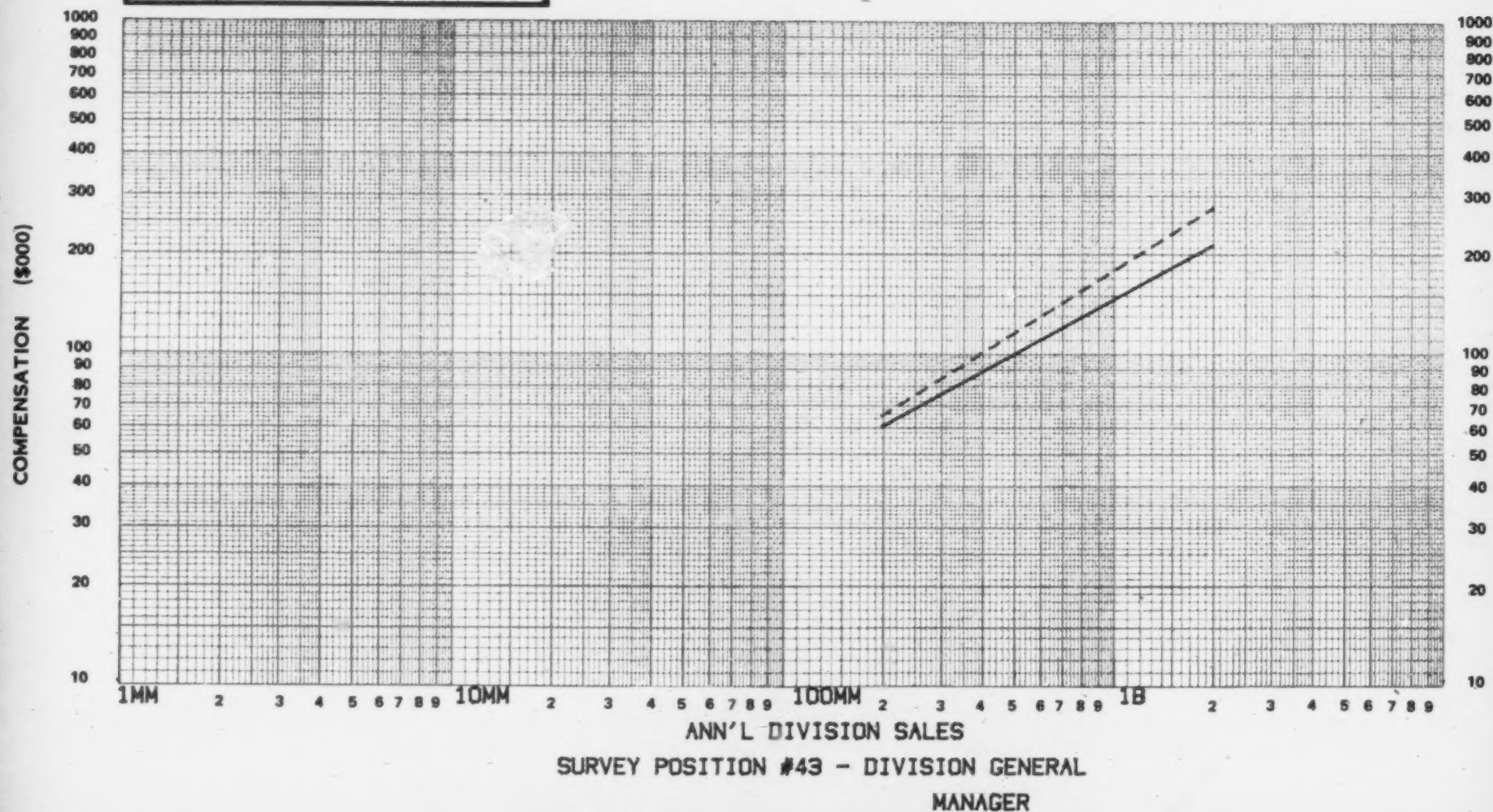
SCOPE ANN'L DIVISION SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 AND BELOW	BOARD OF DIR.	\$123.0	\$ 63.5	\$186.5		\$ 83.9	\$105.3	\$126.7
	SENIOR V.P.	122.0	36.6	158.6		69.0	86.3	103.6
	EXEC. V.P.				\$ 91.1	69.0	84.5	100.0
	CEO/PRESIDENT	79.5	55.3	134.8		69.0	84.5	100.0
	C.O.O.	77.1	16.4	93.5		48.1	64.1	80.1
	C.O.O.				74.5	82.2	102.7	123.3
	SENIOR V.P.	74.1	0.0	74.1		52.8	71.1	88.8
	C.O.O.	67.8	32.0	99.8				
	SENIOR V.P.	65.4	4.0	69.4		53.4	66.7	80.0
	EXEC. V.P.	63.4	0.0	63.4		71.9	89.9	107.9
	EXEC. V.P.	63.4	0.0	63.4		71.9	89.9	107.9
	NO IN POSITION:	35						
\$ 301.7	WEIGHTED GROUP AVG:	\$ 80.3	\$ 16.6	\$ 96.9	\$ 81.1			
NO SCOPE REPORTED	BOARD OF DIR.				\$168.7			
		\$116.0	\$ 0.0	\$116.0		\$ 80.1	\$100.2	\$120.2
	VICE PRESIDENT	69.5	7.5	77.0				
		35.0	0.0	35.0				
	NO IN POSITION:	4						
	WEIGHTED GROUP AVG:	\$ 73.5	\$ 2.5	\$ 76.0	\$168.7			
\$ 595.1	NO IN POSITION:	54						
	POSITION AVERAGE:	\$ 91.3	\$ 19.4	\$110.7	\$ 95.7			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.78	1.25
Bonus Co's Total Comp - - - - -	0.73	1.34
Nonbonus Co's Salary - . - . -		

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1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$750.0 AND ABOVE	SENIOR V.P.				\$ 57.7			
	VICE PRESIDENT				55.3	\$ 46.7	\$ 58.4	\$ 70.0
	ASST. V.P./DIR				53.0	34.9	42.7	50.6
	VICE PRESIDENT				45.6			
	ASST. V.P./DIR				44.5	32.5	40.7	48.8
	MANAGER	\$ 44.2	\$ 1.5	\$ 45.7		36.9	49.2	61.5
	MANAGER				43.9	34.8	43.5	52.2
	MANAGER	42.5	0.0	42.5		34.9	43.2	51.6
	SENIOR V.P.	42.5	0.0	42.5		34.9	43.6	52.3
		40.4	1.6	42.0		28.6	35.7	42.8
	MANAGER				39.8	38.2	46.5	54.7
	MANAGER				36.9	28.0	35.7	43.4
	MANAGER				36.2	30.1	36.9	43.6
	VICE PRESIDENT	35.0	0.0	35.0		26.8	35.0	40.3
	MANAGER				35.0	34.5	39.5	44.0
	VICE PRESIDENT	34.5	0.0	34.5				
	ASST. V.P./DIR				31.2	24.9	31.2	37.4
	MANAGER				29.2	23.7	31.5	39.5
	MANAGER				28.8	26.7	33.5	40.0
	MANAGER	25.2	1.2	26.4				
	MANAGER				14.7	8.5	18.3	28.0
NO IN POSITION: 44								
\$ 4693.0	WEIGHTED GROUP AVG:	\$ 36.2	\$ 0.7	\$ 36.9	\$ 30.8			

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$749.9 AND BELOW	VICE PRESIDENT	\$ 40.0	\$ 0.0	\$ 40.0				
	CEO/PRESIDENT	39.4	3.6	43.0				
	VICE PRESIDENT				\$ 39.0			
	EXEC. V.P.				37.3			
	SENIOR V.P.				36.7			
	C.O.O.	33.0	2.8	35.8	33.1			
						\$ 28.0	\$ 34.0	\$ 40.0
	EXEC. V.P.	31.0	9.0	40.0	31.2			
	VICE PRESIDENT	30.5	9.0	39.5				
	C.O.O.	30.2	0.0	30.2		31.4	36.9	42.4
	VICE PRESIDENT	29.4	4.7	34.1		23.9	29.4	34.9
		27.5	0.0	27.5				
	VICE PRESIDENT	25.6	1.1	26.7	27.3			
	SENIOR V.P.				24.4			
NO IN POSITION: 19								
\$ 386.6	WEIGHTED GROUP AVG:	\$ 32.1	\$ 3.3	\$ 35.3	\$ 32.7			
NO IN POSITION: 63								
\$ 3394.3	POSITION AVERAGE:	\$ 33.8	\$ 2.2	\$ 36.0	\$ 31.1			

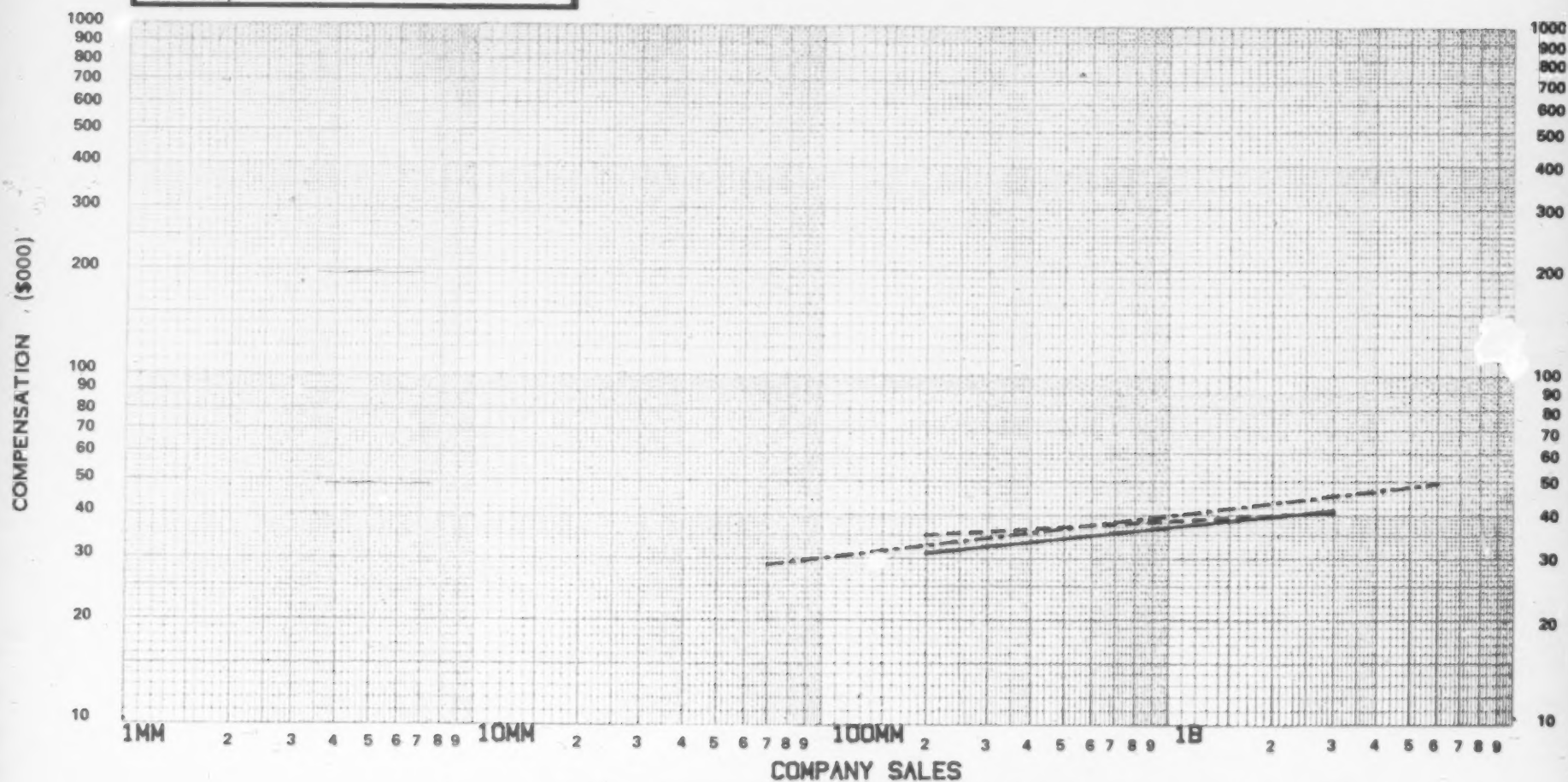


LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.13	1.20
Bonus Co's Total Comp - - - - -	0.04	1.20
Nonbonus Co's Salary -	0.41	1.20

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - SCANNING COORDINATOR

FOOD MARKETING INSTITUTE

1987-1988 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION 45: DISTRICT MANAGER

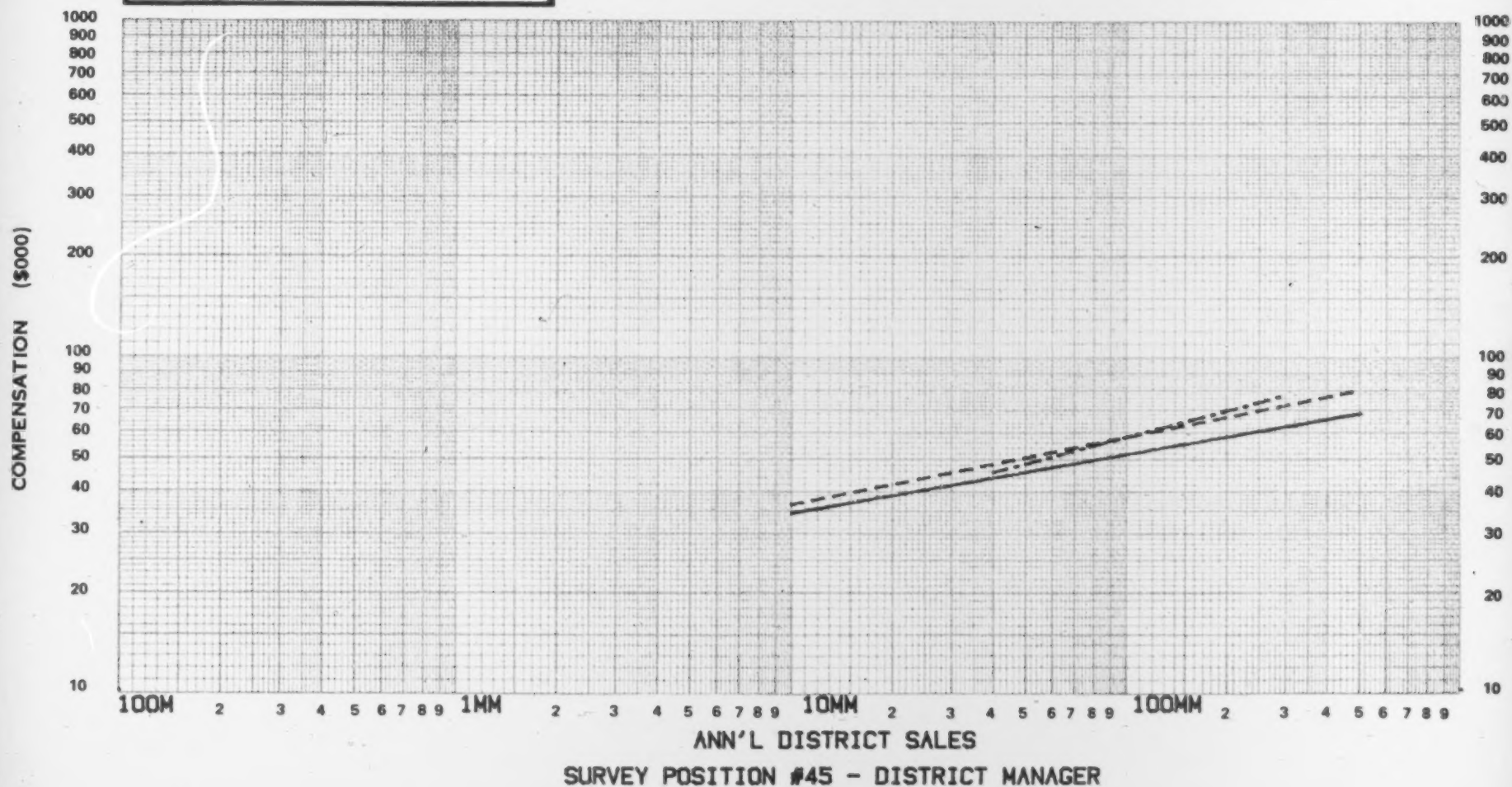
Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES (\$MIL)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
Range	Weighted Group Average	Salary	Bonus	Total Compensation		
\$150.0 and Above	\$206.5	\$61.0	\$12.3	\$73.3	\$74.1	151
149.9 to 100.0	112.7	50.4	7.9	58.3	46.4	48
99.9 to 75.0	84.2	47.3	8.2	55.5	46.1	64
74.9 to 50.0	68.3	45.2	5.3	50.5	50.9	19
49.9 and Below	33.3	38.7	2.7	41.4	44.8	20
NO SCOPE REPORTED		59.8	8.6	68.4	58.2	70
POSITION AVERAGE	\$145.5	\$55.3	\$ 9.6	\$64.9	\$58.6	372

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.42	1.16
Bonus Co's Total Comp	-----	0.34	1.22
Nonbonus Co's Salary	-.-.-.-	0.30	1.24

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1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE

1987-1988 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS NATIONAL SUMMARY

SURVEY POSITION 46: STORE MANAGER

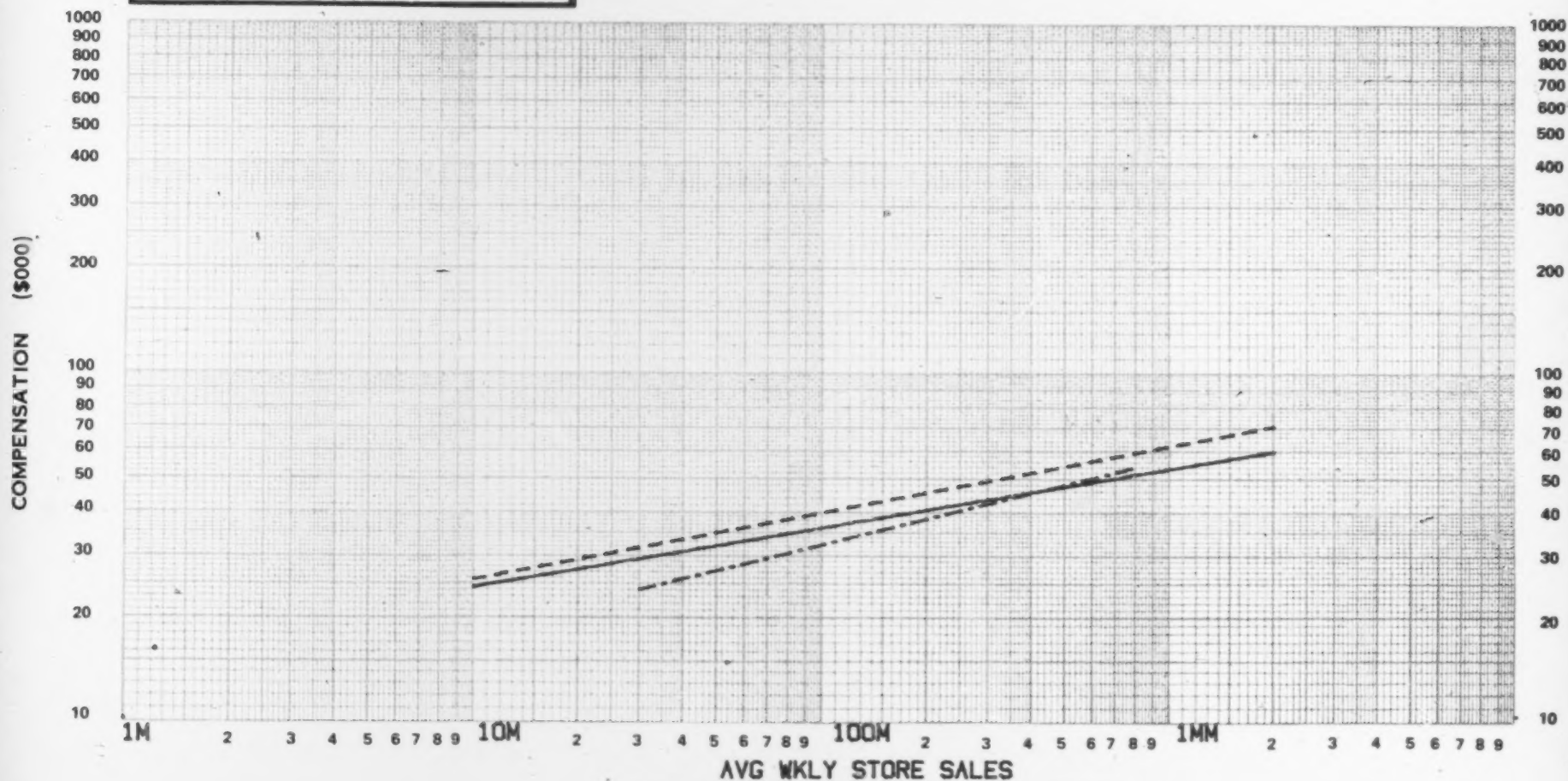
Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES (\$THOU)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
Range	Weighted Group Average	Salary	Bonus	Total Compensation		
\$300.0 and Above	\$440.0	\$48.0	\$ 8.8	\$56.8	\$53.5	1,057
299.9 to 200.0	255.2	43.0	9.4	52.4	48.1	756
199.9 to 150.0	176.8	40.5	5.4	45.9	40.0	682
149.9 to 100.0	125.4	38.2	5.0	43.2	31.5	690
99.9 to 75.0	90.6	34.9	3.3	38.2	31.6	296
74.9 to 50.0	64.7	34.0	3.6	37.6	28.6	128
49.9 and Below	24.9	23.0	2.4	25.4	25.3	267
NO SCOPE REPORTED		42.5	5.5	48.0	40.7	1,029
POSITION AVERAGE	\$234.0	\$41.1	\$ 6.3	\$47.4	\$42.2	4,905

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	0.36	1.18
Bonus Co's Total Comp	0.33	1.22
Nonbonus Co's Salary	0.66	1.15

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #46 - STORE MANAGER

FOOD MARKETING INSTITUTE

1987-1988 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS NATIONAL SUMMARY

SURVEY POSITION 47: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

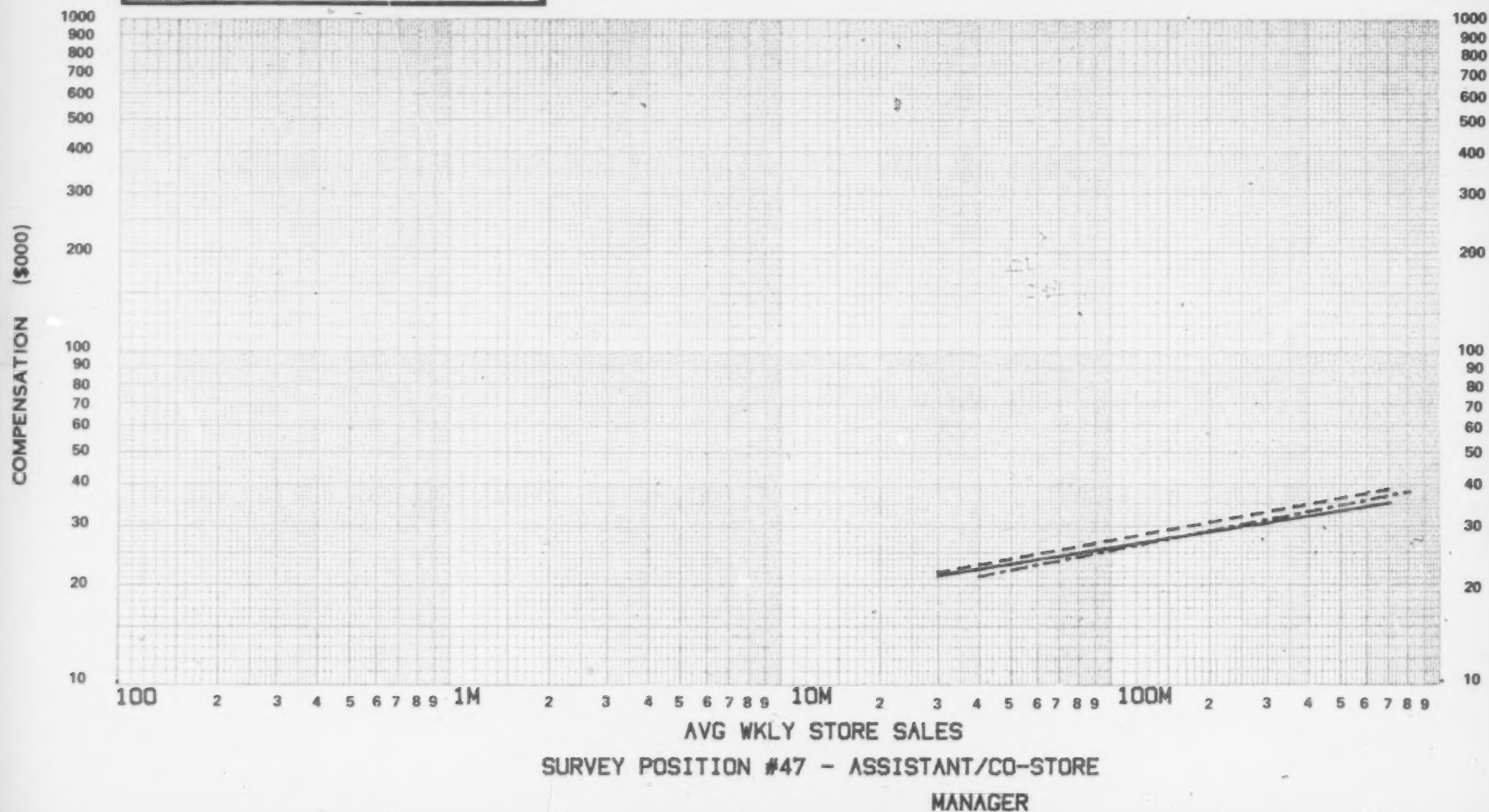
SCOPE AVERAGE WEEKLY STORE SALES (\$THOU)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
Range	Weighted Group Average	Salary	Bonus	Total Compensation		
\$250.0 and Above	\$426.1	\$34.3	\$ 3.2	\$37.5	\$36.3	1,233
249.9 to 200.0	235.2	29.8	2.0	31.8	26.4	175
199.9 to 150.0	178.5	28.6	2.0	30.6	32.6	477
149.9 to 100.0	124.7	26.9	1.4	28.3	25.8	367
99.9 to 75.0	90.3	26.1	1.1	27.2	24.2	192
74.9 to 50.0	63.7	21.4	0.8	22.2	20.9	67
49.9 and Below	41.6	26.4	0.9	27.3	15.9	333
NO SCOPE REPORTED		35.0	1.9	36.9	33.9	912
POSITION AVERAGE	\$257.7	\$31.7	\$ 2.2	\$33.9	\$31.2	3,756

NOTE: Only four companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.26	1.19
Bonus Co's Total Comp - - - - -	0.26	1.22
Nonbonus Co's Salary - . - . -	0.37	1.20

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE

1987-1988 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS NATIONAL SUMMARY

SURVEY POSITION 48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES (\$THOU)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
Range	Weighted Group Average	Salary	Bonus	Total Compensation		
\$ 50.0 and Above	\$ 63.6	\$22.9	\$ 0.1	\$23.0	\$32.1	369
49.9 to 35.0	41.5	23.9	0.6	24.5	30.7	181
34.9 to 25.0	28.4	24.5	0.3	24.8	32.6	428
24.9 to 15.0	20.1	25.2	0.8	26.0	27.3	553
14.9 and Below	12.0	21.8	1.6	23.4	25.7	206
NO SCOPE REPORTED		30.5	1.8	32.3	29.4	1,071
POSITION AVERAGE	\$ 32.7	\$27.0	\$ 1.2	\$28.2	\$29.9	2,808

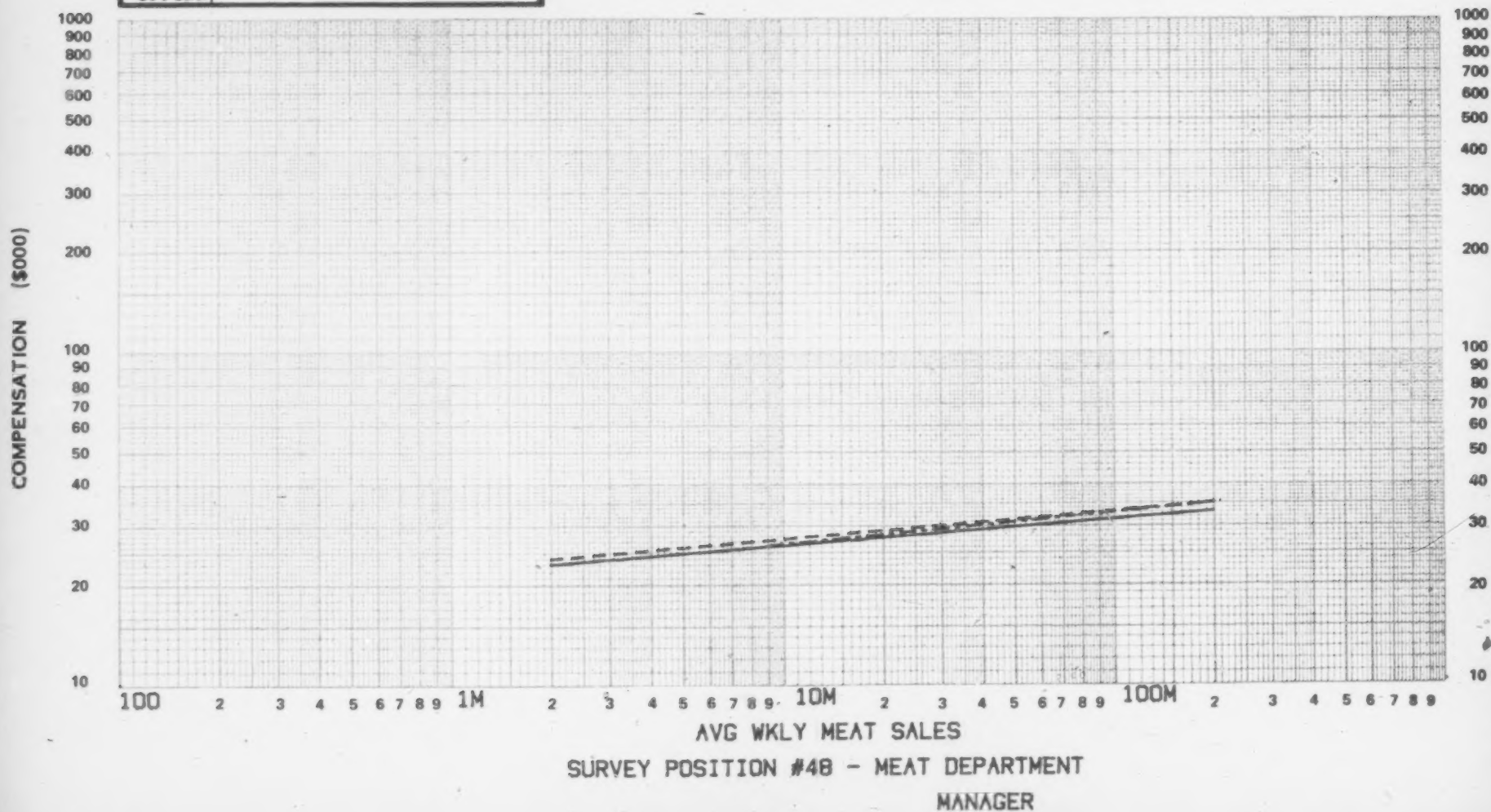
NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 260 - 263) and those who are nonunion (pages 264 - 271).

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.28	1.20
Bonus Co's Total Comp - - - - -	0.25	1.24
Nonbonus Co's Salary -	0.35	1.16

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY/
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
\$50.0 AND ABOVE				\$ 39.0									
				33.5									
				33.0		\$ 33.0		6.0	1.0	44.0	6.0	E	E
				31.9	31.1	32.8	34.5			40.0	15.0	E	E
				31.6				5.0		44.0	13.0	D	E
				27.4				5.0		40.0		e	e
				27.1				5.0	1.0	40.0	3.0	E	F
				21.7				5.0	2.0	40.0		0	E
				21.4				5.0		41.0	6.0	E	F
NO. IN POS: 174													
WT'D													
\$ 60.3				\$ 32.2									
\$49.9 TO \$30.0	\$ 36.3	\$ 5.1	\$ 41.4	\$ 39.0				5.0	1.0	42.0	12.0	F	E
	36.3	5.1	41.4					5.0	1.0	42.0	12.0	F	E
				31.9	\$ 31.1	\$ 32.8	\$ 34.5	5.0		40.0	15.0	E	E
				31.9	31.1	32.8	34.5	5.0		40.0	15.0	E	E
				28.5		28.5		5.0		40.0		E	E
				27.1				5.0	1.0	40.0	3.0	E	F
				27.1				5.0	1.0	40.0	3.0	E	F
				25.0				5.0		40.0		e	e
				22.6				5.0	2.0	40.0		0	E
NO. IN POS: 63													
WT'D													
\$ 37.9				\$ 29.7									
AVG: \$ 36.3				\$ 5.1									
				\$ 41.4									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE	BONUS COMPANIES		NONBONUS COMPANIES		SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES (\$THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$29.9 TO \$25.0	\$ 36.3	\$ 5.1	\$ 41.4	\$ 39.0 38.8 35.8 28.5 23.4 23.4	\$ 29.0	\$ 35.0 28.5	\$ 41.0	6.0 5.0 5.3 5.0 5.0 5.0	1.0 1.0	48.0 42.0 43.0 40.0 40.0 2.0	1.0 12.0	E F 1.5 E e E	F E 1.5 E e E

NO. IN POS: 170													
\$ 27.0	WT'D AVG: \$ 36.3	\$ 5.1	\$ 41.4	\$ 34.9									

\$24.9 AND BELOW	\$ 36.3 36.3	\$ 5.1 5.1	\$ 41.4 41.4	\$ 39.0 35.0 28.5 28.5 26.8 26.8 23.6 23.4 22.9 22.3	\$ 29.0	\$ 35.0 28.5 28.5	\$ 41.0	5.0 5.0 5.3 5.0 5.0 5.0 5.0 5.0 5.0 5.0	1.0 1.0	42.0 42.0 43.0 40.0 40.0 1.0 40.0 40.0 2.0 40.0	12.0 12.0	F F 1.5 E E E E E E E	E E 1.5 E F F E e e E e

NO. IN POS: 116													
\$ 19.2	WT'D AVG: \$ 36.3	\$ 5.1	\$ 41.4	\$ 27.5									

SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
NO SCOPE REPORTED	\$ 41.7	\$ 0.0	\$ 41.7										
	35.6	6.6	42.2										
				\$ 35.0				5.0	1.0	44.0	15.0	200	2.5
				35.0				5.0	1.0	45.0	20.0	190	190
				34.2				5.0		40.0		F	E
				33.3				5.0	1.0	45.0	10.0	F	E
				33.3				5.0	1.0	45.0	10.0	F	E
	33.3	1.7	35.0					5.0	1.0	44.0	15.0	200	2.5
	33.3	1.5	34.8					5.0	1.0	44.0	15.0	200	2.5
	33.3	1.8	35.1					5.0	1.0	44.0	15.0	200	2.5
	33.3	2.0	35.3					5.0	1.0	44.0	15.0	200	2.5
				33.0				5.0	1.0	45.0	10.0	F	E
				31.8		\$ 31.8				40.0		A	A
	30.0	0.0	30.0										
				29.2				5.0	1.0	45.0	10.0	F	E
				29.2									
	28.0	0.0	28.0										
	27.5	1.5	29.0					5.0	1.0	40.0	13.0	F	F
	27.5	1.5	29.0					5.0	1.0	40.0	13.0	F	F
	27.5	2.0	29.5					5.0	1.0	40.0	13.0	F	F
	27.5	2.5	30.0					5.0	1.0	40.0	13.0	F	F
	27.5	3.1	30.6					5.0	1.0	40.0	13.0	F	F
	27.5	3.8	31.3					5.0	1.0	40.0	13.0	F	F
	27.5	5.2	32.7					5.0	1.0	40.0	13.0	F	F
				27.4									
				27.4				5.0		40.0			
				27.4				5.0		40.0			
				27.4				5.0		40.0			
				27.4				5.0		40.0			
	26.8	0.6	27.4		21.8	26.8	34.5	5.0		40.0		A	A
				20.7	16.0	20.7	23.9	5.0		40.0		A	A

NO. IN POS: 668

WT'D

AVG: \$ 32.1 \$ 1.3 \$ 33.4 \$ 30.3

NO. IN POS: 1191

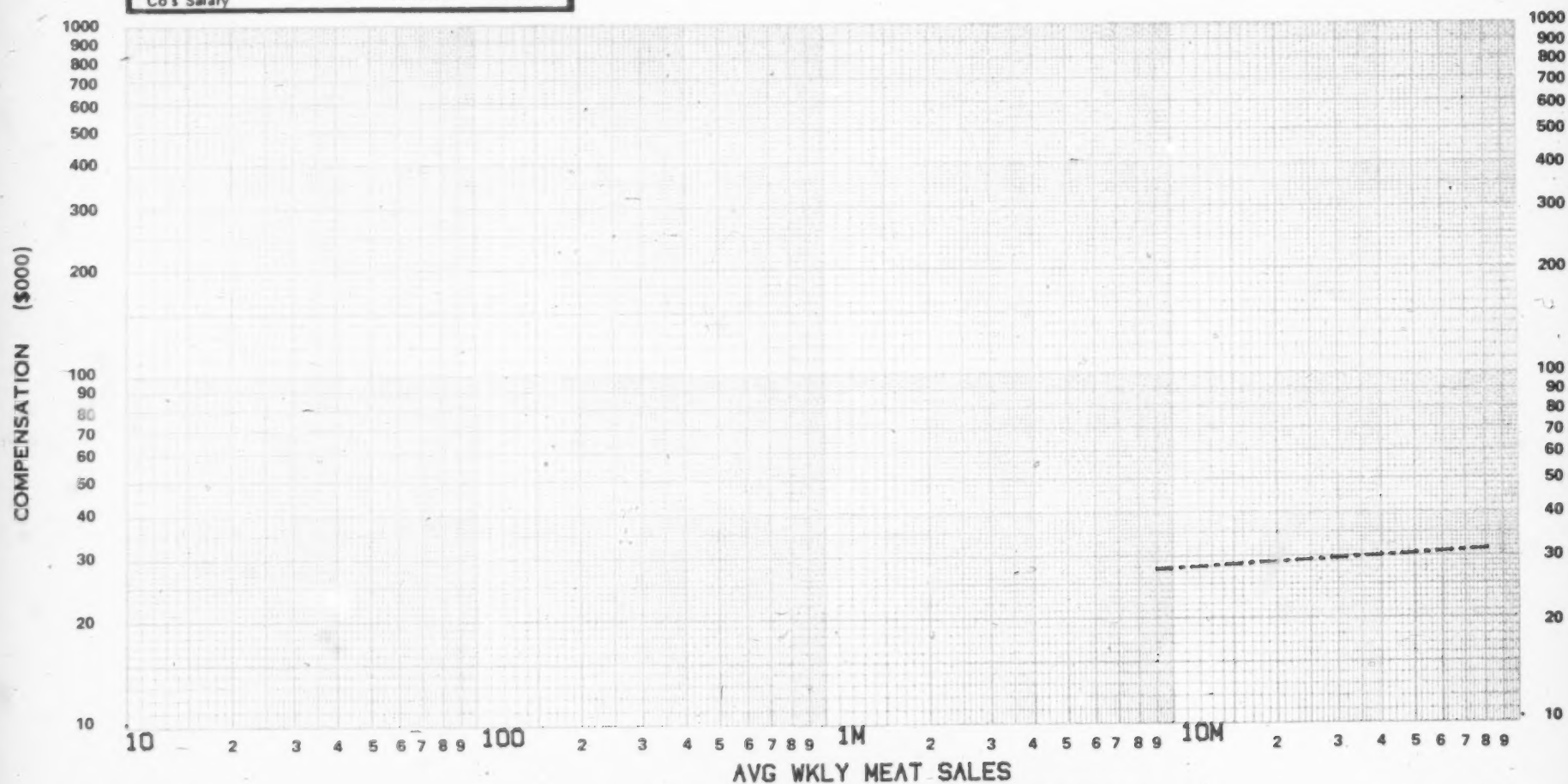
POSITION

\$ 37.7 AVG: \$ 32.2 \$ 1.5 \$ 33.7 \$ 31.2

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	0.03 1.21

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER --UNION

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		WORK SCHEDULE/PAY PRACTICES				SUN. HOL.			
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY	
\$50.0 AND ABOVE	\$ 37.2	\$ 2.1	\$ 39.3	\$ 41.9	\$ 38.0	\$ 40.8	\$ 43.5	5.0		50.0		B	B	
					32.4	36.4	40.5	5.0	2.0	45.0	10.0	225	225	
	33.5	2.0	35.5	34.6	28.6	31.9	35.1	5.0		45.0	5.0	B	B	
	32.8	0.4	33.2		25.0	29.5	33.9	5.2	.2	50.4	17.2	B	A	
				32.0		32.0		6.0	1.0	44.0	6.0	E	E	
				31.9										
				31.8	31.0	32.0	33.0	5.0		45.0		B	A	
				31.6				5.5	1.0	44.0	26.0	E	E	
	30.2	1.3	31.5					5.0	2.0	48.0	13.0	A	C	
	29.8	0.0	29.8					5.0	2.0	50.0	26.0	B	D	
	29.8	0.0	29.8		25.6	29.8	34.0							
				28.1				5.0	1.0	40.0	13.0	E	E	
	27.3	1.0	28.3							48.0	12.0			
				26.0				5.0	1.0	40.0	3.0	E	F	
	24.7	1.0	25.7					5.0		46.0	12.0			
	22.0	0.0	22.0					5.0	2.5	44.0		B	B	
	16.4	0.0	16.4					5.0	1.0	40.0	12.0	b	a	
	14.4	0.0	14.4					5.0	1.0	40.0	12.0	b	a	

NO. IN POS: 195														
WT'D														
\$ 66.5	AVG: \$ 22.9	\$ 0.1	\$ 23.0	\$ 31.9										

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$49.9	\$ 35.9	\$ 1.3	\$ 37.2		\$ 30.8	\$ 34.6	\$ 38.5	5.0	2.0	45.0	10.0	225	225
TO	35.6	1.3	36.9					5.5		50.0	10.0	50	E
\$35.0				\$ 32.4				5.2	1.0	43.0	20.0	E	E
				31.8									
	30.7	1.1	31.8		27.3	30.5	33.8	4.8		45.5	4.5	B	B
	29.9	1.6	31.5					5.0	2.0	48.0	13.0	A	C
				29.3	25.1	30.5	36.0	5.0		45.0		B	A
				28.9									
	28.6	0.0	28.6					5.0	2.0	50.0	26.0	B	D
	28.0	13.9	41.9		28.0	34.9	41.9	5.0		40.0	13.0	B	B
				27.3				5.0	1.0	40.0	13.0	E	E
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	21.7	0.0	21.7					5.0	2.5	44.0		B	B
	14.8	0.0	14.8					5.0	1.0	40.0	12.0	b	a

NO. IN POS: 140													
WT'D													
\$ 41.3	AVG: \$ 23.3	\$ 0.4	\$ 23.7	\$ 30.2									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$34.9	\$ 35.7	\$ 1.5	\$ 37.2		\$ 30.8	\$ 34.6	\$ 38.5	5.0	2.0	45.0	10.0	225	225
TO	33.1	3.0	36.1					5.5		50.0	10.0	50	E
\$25.0				\$ 31.3									
				31.0				5.0	1.0	42.0	20.0	E	E
				30.2				5.0	2.5	45.0			
				29.3									
	28.5	0.7	29.2					5.0	2.0	48.0	6.5	A	C
	28.0	7.0	35.0		28.0	31.5	35.0	5.0		40.0	13.0	B	B
	27.7	2.1	29.8		27.3	30.5	33.8	4.3		46.3	6.7	B	B
	27.6	0.0	27.6					5.0	2.0	50.0	26.0	B	D
				27.2	25.0	27.5	30.1	5.0		45.0		B	A
				26.9				5.0	1.0	40.0	13.0	E	E
	26.9	0.0	26.9		23.8	26.9	29.9						
				26.0				5.0	1.0	40.0	3.0	E	F
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	21.3	0.0	21.3					5.0	2.5	44.0		B	B
	20.8	2.0	22.8					5.0		50.0		B	D
	20.6	0.0	20.6					5.5	1.0	44.0	20.0	B	A
	14.4	0.0	14.4					5.0	1.0	40.0	12.0	b	a

NO. IN POS: 206													
WT'D													
\$ 29.7	AVG: \$ 24.4	\$ 0.3	\$ 24.7	\$ 29.4									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL.	PAY PRACTICES
\$24.9	\$ 33.0	\$ 1.2	\$ 34.2					5.5		50.0	10.0	50	E
TO	31.9	2.4	34.3					5.0		40.0			
\$15.0	31.3	0.7	32.0		\$ 29.1	\$ 32.8	\$ 36.4	5.0	2.0	45.0	10.0	225	225
				\$ 30.6				5.0	1.0	42.0	20.0	E	E
				29.9									
	29.8	0.0	29.8		25.6	29.8	34.0						
				29.3				5.0	2.5	45.0			
	29.1	1.9	31.0		26.0	29.3	32.5	4.5		45.0	5.0	B	B
				28.2									
	27.0	0.0	27.0					5.0	2.0	50.0	26.0	B	D
	26.9	0.0	26.9		23.8	26.9	29.9						
				26.8	25.0	26.2	27.4	5.0		45.0		E	EE
				26.7				5.0	1.0	40.0	13.0	E	E
	26.5	1.7	28.2		25.0	26.6	28.2	5.0		40.0	13.0	B	B
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E	D
				22.8				5.0	1.0	40.0	3.0	E	F
								5.0		45.0	13.0		
	22.5	1.0	23.5					5.0	2.5	44.0		B	B
	20.1	0.0	20.1										
	19.5	0.0	19.5					5.0	2.5	44.0		B	B
	19.4	0.0	19.4					5.5	1.0	44.0	20.0	B	A
	12.8	0.0	12.8					5.0	1.0	40.0	12.0	b	a

NO. IN POS: 377													
WT'D													
\$ 20.9	AVG: \$ 25.0	\$ 0.7	\$ 25.7	\$ 28.1									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS SALARY	COMPANIES		NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN.HOL.	
		BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
\$14.9 AND BELOW	\$ 30.0	\$ 1.0	\$ 31.0	\$ 30.5									
				29.2				5.5		50.0	10.0	50	E
				28.2				5.0	1.0	42.0	20.0	E	E
	27.0	0.0	27.0					5.0	2.5	45.0			
				26.7				5.0	2.0	50.0	26.0	B	D
	25.7	0.1	25.8		\$ 21.8	\$ 25.6	\$ 29.4	5.0	1.0	40.0	13.0	E	E
	25.0	0.0	25.0					5.5	1.0	45.0	12.0	E	D
				24.6	18.7	24.2	29.8	5.0		40.0	13.0	B	B
	23.1	1.0	24.1					5.0		45.0		E	E
				22.8				5.0		44.0	13.0		
	21.0	3.5	24.5		20.0	22.0	24.0	5.0	1.0	40.0	3.0	E	F
	20.8	1.8	22.6					6.0		45.0	8.0	71	71
	18.8	0.0	18.8					5.0		50.0		B	D
	18.7	0.0	18.7					5.0	2.5	44.0		B	B
	16.7	0.6	17.3					5.5	1.0	44.0	20.0	B	A
	11.4	0.0	11.4					5.0		50.0		B	D
								5.0	1.0	40.0	12.0	b	a

NO. IN POS: 180

WT'D

\$ 12.1 AVG: \$ 21.6 \$ 1.6 \$ 23.2 \$ 25.8

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES			SALARY RANGE		WORK SCHEDULE/PAY PRACTICES			
	SALARY	BONUS		SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
NO SCOPE REPORTED	\$ 36.0	\$ 8.0	\$ 44.0					5.5	1.0	55.0	2.0	B B
	36.0	11.0	47.0					5.5	1.0	55.0	2.0	B B
	34.0	2.0	36.0									
	31.0	0.0	31.0									
				\$ 30.4				5.5	1.0			E F
	29.0	0.8	29.8									
	28.5	0.5	29.0		\$ 27.8		\$ 32.0	5.0	1.0	45.0	10.0	E E
	28.0	1.0	29.0									
	27.7	0.5	28.2		29.4		33.0	5.0	1.0	45.0	10.0	E E
	27.3	17.7	45.0					5.5		55.0	52.0	B
	27.3	35.7	63.0					5.5		55.0	52.0	B
				27.2				5.0				E E
	26.3	1.0	27.3									
				26.1				5.5	1.0			E F
	26.0	0.3	26.3		26.8		29.4	5.0	1.0	45.0	10.0	E E
	25.7	0.5	26.2		28.3		30.9	5.0	1.0	45.0	10.0	E E
	25.4	0.9	26.3									
				25.2				5.5	1.0			E F
				24.0	22.8	24.0	26.8	5.0	1.0	42.0		
				24.0	22.8	24.0	26.8	5.0	1.0	42.0		
			23.8				5.5	1.0			E F	
			22.8				5.0				E E	
	21.6	0.8	22.4									
				21.2				5.0			E E	
	20.7	0.8	21.5									

NO. IN POS: 184												
WT'D												
AVG: \$ 27.7 \$ 4.3 \$ 32.0 \$ 24.1												

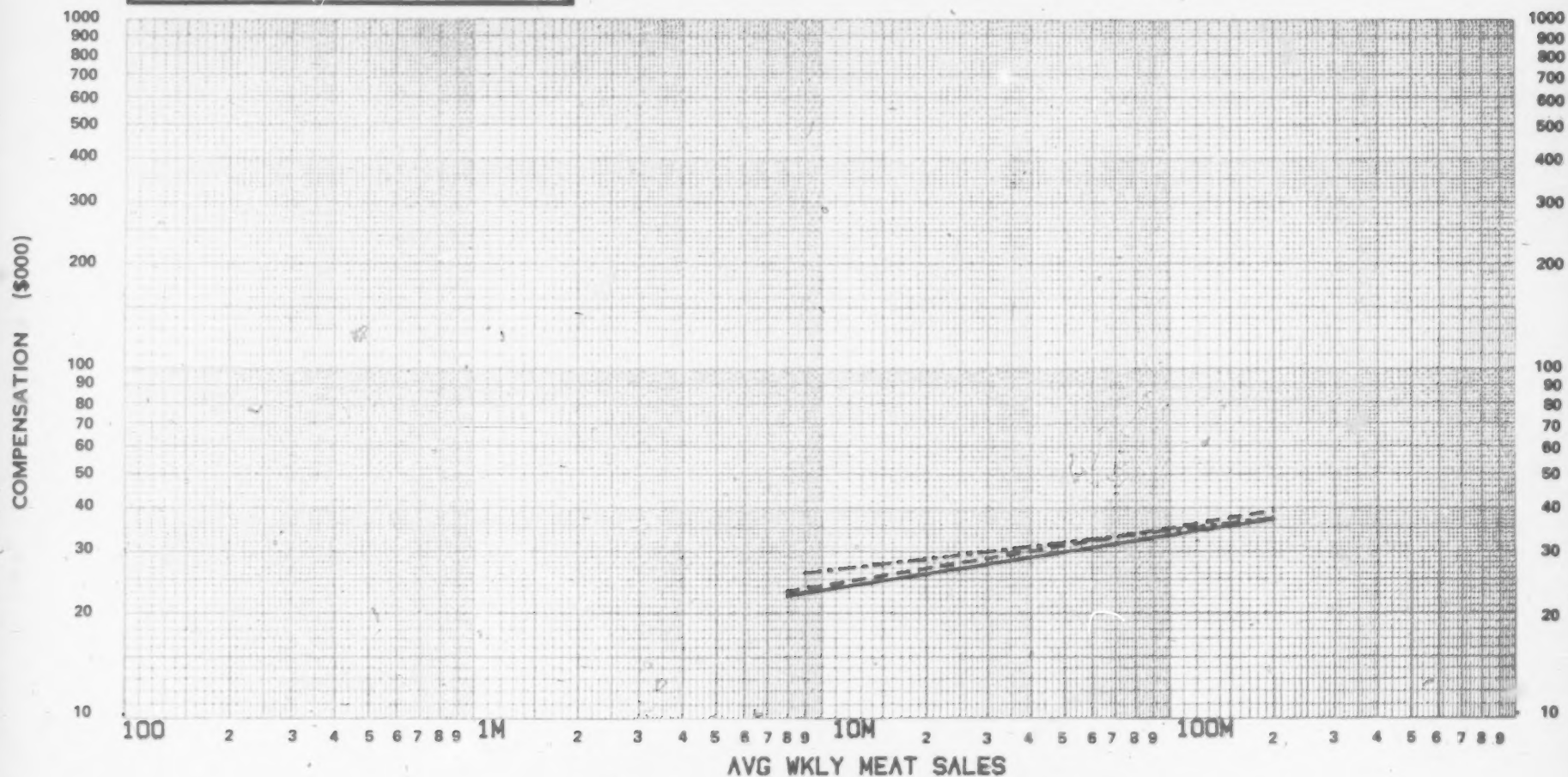
NO. IN POS: 1282												
POSITION												
\$ 31.8 AVG: \$ 24.5 \$ 1.2 \$ 25.7 \$ 28.5												



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.24	1.19
Bonus Co's Total Comp - - - - -	0.22	1.21
Nonbonus Co's Salary - . - . -	0.41	1.10

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER --NONUNION

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	DIV. V.P./MGR.	\$ 83.7	\$ 10.3	\$ 94.0		\$ 58.3	\$ 72.9	\$ 87.4
	DIV. V.P./MGR.	68.0	10.0	78.0		54.4	68.7	81.6
	DIV. V.P./MGR.	59.1	9.4	68.5		51.5	64.4	77.3
	REG. V.P./MGR.	57.7	14.1	71.8		48.6	58.3	69.9
	DIV. V.P./MGR.	57.7	5.7	63.4		51.8	64.8	77.8
	REG. V.P./MGR.	53.7	12.1	65.8		44.6	53.5	64.2
	DIV. V.P./MGR.	53.3	0.0	53.3				
	MANAGER	52.1	2.6	54.7		33.5	44.6	55.8
	DIV. V.P./MGR.	49.8	12.5	62.3				

NO IN POSITION: 41								
\$ 7238.1	WEIGHTED GROUP AVG:	\$ 55.9	\$ 7.4	\$ 63.3				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

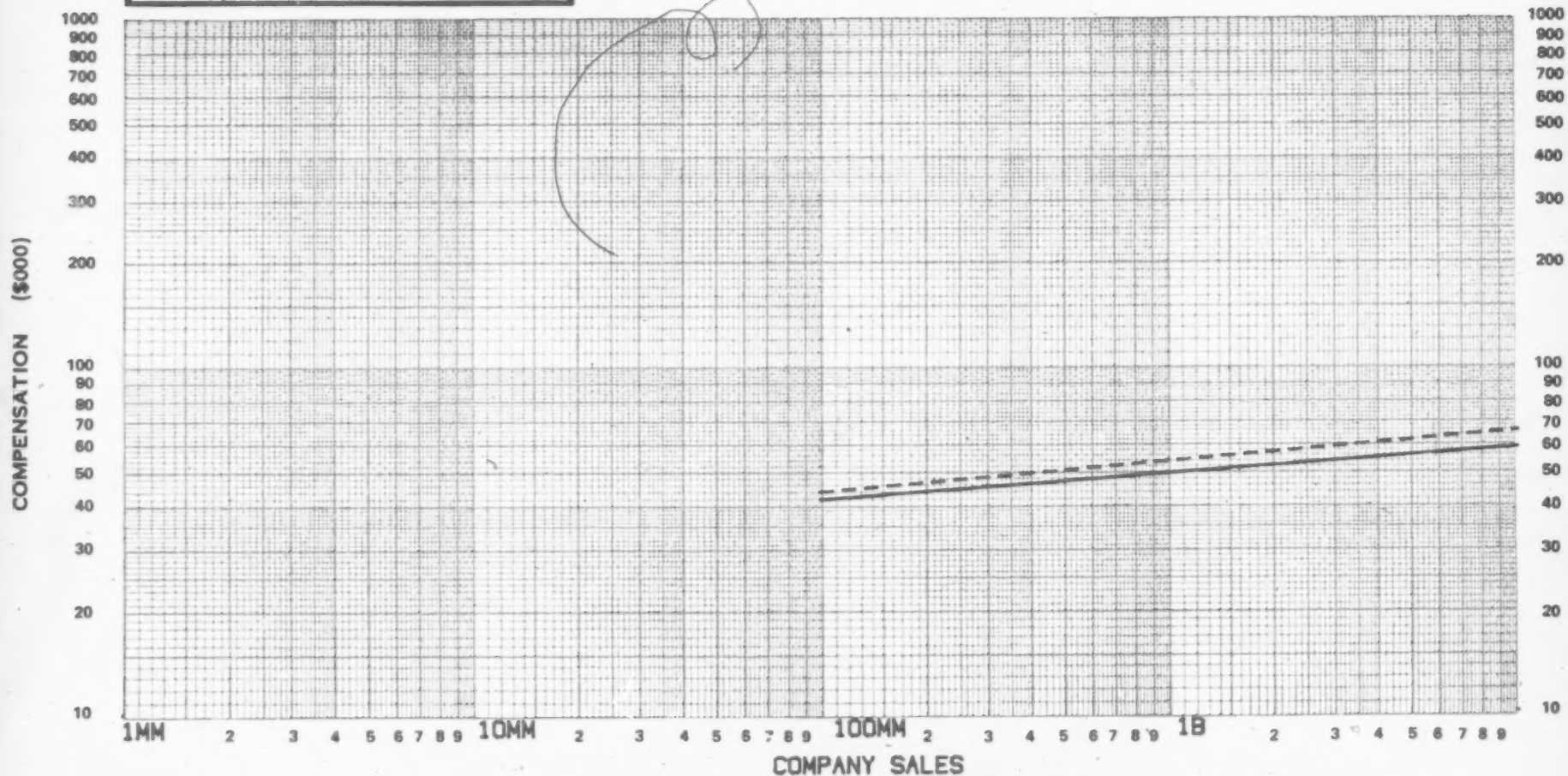
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$500.0	EXEC. V.P.	\$ 57.7	\$ 0.0	\$ 57.7	\$ 83.4	\$ 57.1	\$ 71.5	\$ 85.7
						45.8	57.7	69.6
	VICE PRESIDENT	54.8	0.0	54.8		49.9	62.4	74.9
	GROUP EXEC.	51.0	0.0	51.0		34.0	53.4	61.5
	VICE PRESIDENT	46.0	2.0	48.0				
	DIV. V.P./MGR.	44.0	0.0	44.0		30.5	38.2	44.0
	VICE PRESIDENT	41.2	0.0	41.2		30.8	41.0	51.3
		40.0	3.0	43.0				
	VICE PRESIDENT				40.0	36.0	38.0	40.0
	CEO/PRESIDENT	39.6	0.0	39.6		30.5	38.2	44.0
	NO IN POSITION: 14							
\$ 1063.6	WEIGHTED GROUP AVG:	\$ 45.4	\$ 0.4	\$ 45.8	\$ 61.7			
\$499.9 AND BELOW	EXEC. V.P.	\$ 55.0	\$ 20.0	\$ 75.0		\$ 39.3	\$ 49.1	\$ 58.9
	SENIOR V.P.				\$ 50.7			
	EXEC. V.P.	46.8	4.0	50.8				
	GROUP EXEC.	45.0	2.0	47.0				
	DIV. V.P./MGR.				44.5			
	CEO/PRESIDENT	42.8	2.9	45.7				
	EXEC. V.P.	40.3	1.0	41.3				
		25.0	9.0	34.0				
	NO IN POSITION: 8							
\$ 275.9	WEIGHTED GROUP AVG:	\$ 42.5	\$ 6.5	\$ 49.0	\$ 47.6			
\$ 4981.9	NO IN POSITION: 63 POSITION AVERAGE:	\$ 52.4	\$ 5.9	\$ 58.3	\$ 54.7			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.34	1.14
Bonus Co's Total Comp - - - - -	0.23	1.21
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
550.0 AND ABOVE	DIV. V.P./MGR.	\$ 83.7	\$ 10.3	\$ 94.0		\$ 58.3	\$ 72.9	\$ 87.4
	EXEC. V.P.				\$ 83.4	57.1	71.5	85.7
	DIV. V.P./MGR.	68.0	10.0	78.0		54.4	68.7	81.6
	DIV. V.P./MGR.	59.1	9.4	68.5		51.5	64.4	77.3
		57.7	0.0	57.7		45.8	57.7	69.6
	DIV. V.P./MGR.	57.7	5.7	63.4		51.8	64.8	77.8
	REG. V.P./MGR.	57.7	14.1	71.8		48.6	58.3	69.9
	REG. V.P./MGR.	53.7	12.1	65.8		44.6	53.5	64.2
	DIV. V.P./MGR.	49.8	12.5	62.3				
	DIV. V.P./MGR.				44.5			
	VICE PRESIDENT				40.0	36.0	38.0	40.0
NO IN POSITION: 31								
733.4	WEIGHTED GROUP AVG:	\$ 57.8	\$ 9.6	\$ 67.4	\$ 56.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

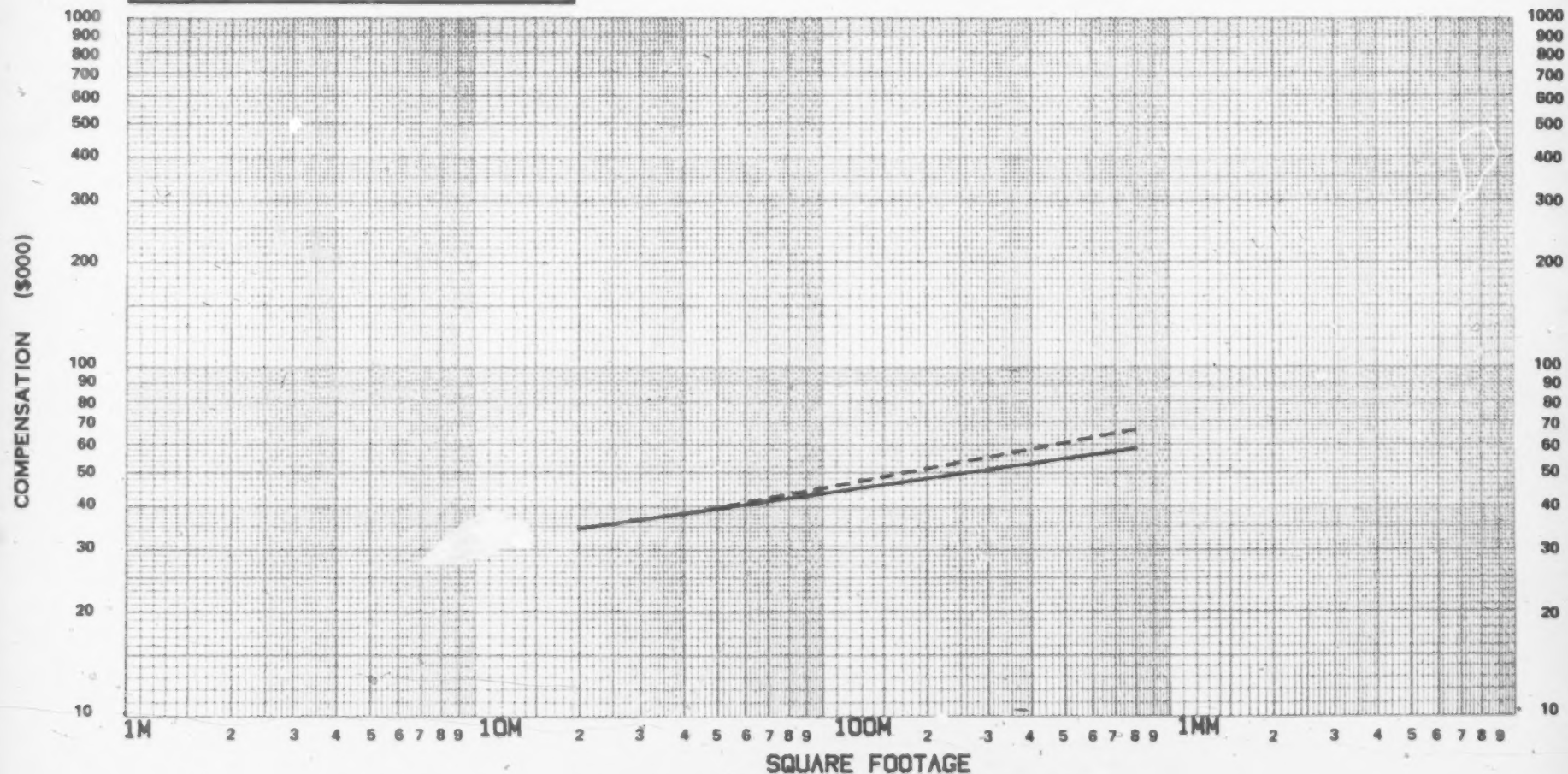
SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
549.9	DIV. V.P./MGR.	\$ 53.3	\$ 0.0	\$ 53.3				
TO	MANAGER	52.1	2.6	54.7		\$ 33.5	\$ 44.6	\$ 55.8
250.0	GROUP EXEC.	51.0	0.0	51.0		34.0	53.4	61.5
	SENIOR V.P.				\$ 50.7			
	VICE PRESIDENT	46.0	2.0	48.0				
	CEO/PRESIDENT	42.8	2.9	45.7				
	VICE PRESIDENT	41.2	0.0	41.2		30.8	41.0	51.3
	NO IN POSITION: 21							
342.7	WEIGHTED GROUP AVG:	\$ 49.7	\$ 1.9	\$ 51.6	\$ 50.7			
249.9	VICE PRESIDENT	\$ 54.8	\$ 0.0	\$ 54.8		\$ 49.9	\$ 62.4	\$ 74.9
AND BELOW	EXEC. V.P.	46.8	4.0	50.8				
	GROUP EXEC.	45.0	2.0	47.0				
	DIV. V.P./MGR.	44.0	0.0	44.0		30.5	38.2	44.0
	EXEC. V.P.	40.3	1.0	41.3				
	CEO/PRESIDENT	39.6	0.0	39.6		30.5	38.2	44.0
		25.0	9.0	34.0				
	NO IN POSITION: 9							
106.0	WEIGHTED GROUP AVG:	\$ 42.6	\$ 1.8	\$ 44.4				
NO SCOPE REPORTED	EXEC. V.P.	\$ 55.0	\$ 20.0	\$ 75.0		\$ 39.3	\$ 49.1	\$ 58.9
		40.0	3.0	43.0				
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	\$ 47.5	\$ 11.5	\$ 59.0				
506.3	NO IN POSITION: 63							
	POSITION AVERAGE:	\$ 52.4	\$ 5.9	\$ 58.3	\$ 54.7			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.34	1.22
Bonus Co's Total Comp - - - - -	0.54	1.19
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2500.0 AND ABOVE	EXEC. V.P.	\$ 75.4	\$ 16.9	\$ 92.3	\$ 58.8	\$ 66.2	\$ 82.8	\$ 99.3
	VICE PRESIDENT	74.7	7.5	82.2		50.6	63.3	75.9
	ASST. V.P./DIR	59.7	26.9	86.6		51.2	63.3	75.3
	EXEC. V.P.							
	SENIOR V.P.	58.2	6.6	64.8				
	ASST. V.P./DIR	56.4	30.3	86.7		57.7	71.4	85.2
	VICE PRESIDENT	56.4	30.3	86.7		57.7	71.4	85.2
	VICE PRESIDENT	56.0	12.0	68.0		51.0	63.0	75.0
	VICE PRESIDENT	54.3	4.7	59.0		51.2	63.3	75.3
	SENIOR V.P.	49.8	5.0	54.8				
	MANAGER	42.0	0.5	42.5		33.5	44.6	55.8
NO IN POSITION: 39								
\$ 5743.7	WEIGHTED GROUP AVG:	\$ 54.3	\$ 10.9	\$ 65.2	\$ 58.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$2499.9 TO \$1500.0	VICE PRESIDENT				\$ 67.4	\$ 60.0	\$ 70.0	\$ 75.0
	SENIOR V.P.	\$ 51.3	\$ 0.0	\$ 51.3		33.1	44.1	55.3
	VICE PRESIDENT				50.2			
	VICE PRESIDENT	50.0	0.0	50.0		40.0	50.0	60.0
	MANAGER				48.6	35.7	45.6	55.4
	VICE PRESIDENT				47.9			
	VICE PRESIDENT				45.3			
	VICE PRESIDENT	45.0	0.0	45.0		40.0	50.0	60.0
	VICE PRESIDENT	43.0	0.0	43.0		40.0	50.0	60.0
	DIV. V.P./MGR.				41.3	39.6	48.5	57.4
	VICE PRESIDENT	41.0	0.0	41.0		40.0	45.0	54.0
	SENIOR V.P.	40.0	0.0	40.0		30.5	38.2	44.0
	ASST. V.P./DIR	40.0	8.0	48.0				
	DIV. V.P./MGR.				40.0	31.5	37.8	44.1
	DIV. V.P./MGR.				39.5	31.5	37.8	44.1
	VICE PRESIDENT	39.0	0.0	39.0		40.0	45.0	54.0
	VICE PRESIDENT				38.3			
	VICE PRESIDENT				37.1			
	DIV. V.P./MGR.				36.5	31.5	37.8	44.1
	DIV. V.P./MGR.				36.0	31.5	37.8	44.1
	DIV. V.P./MGR.				36.0	27.8	33.3	38.9
	VICE PRESIDENT	34.5	0.0	34.5		26.9	35.0	40.3
	DIV. V.P./MGR.				34.0	27.8	33.3	38.9
	DIV. V.P./MGR.				33.8	31.5	37.8	44.1
	DIV. V.P./MGR.				32.5	27.8	33.3	38.9
	VICE PRESIDENT	31.2	0.0	31.2		26.9	35.0	40.3
NO IN POSITION: 35								
\$ 1945.6	WEIGHTED GROUP AVG:	\$ 41.3	\$ 2.0	\$ 43.3	\$ 44.7			

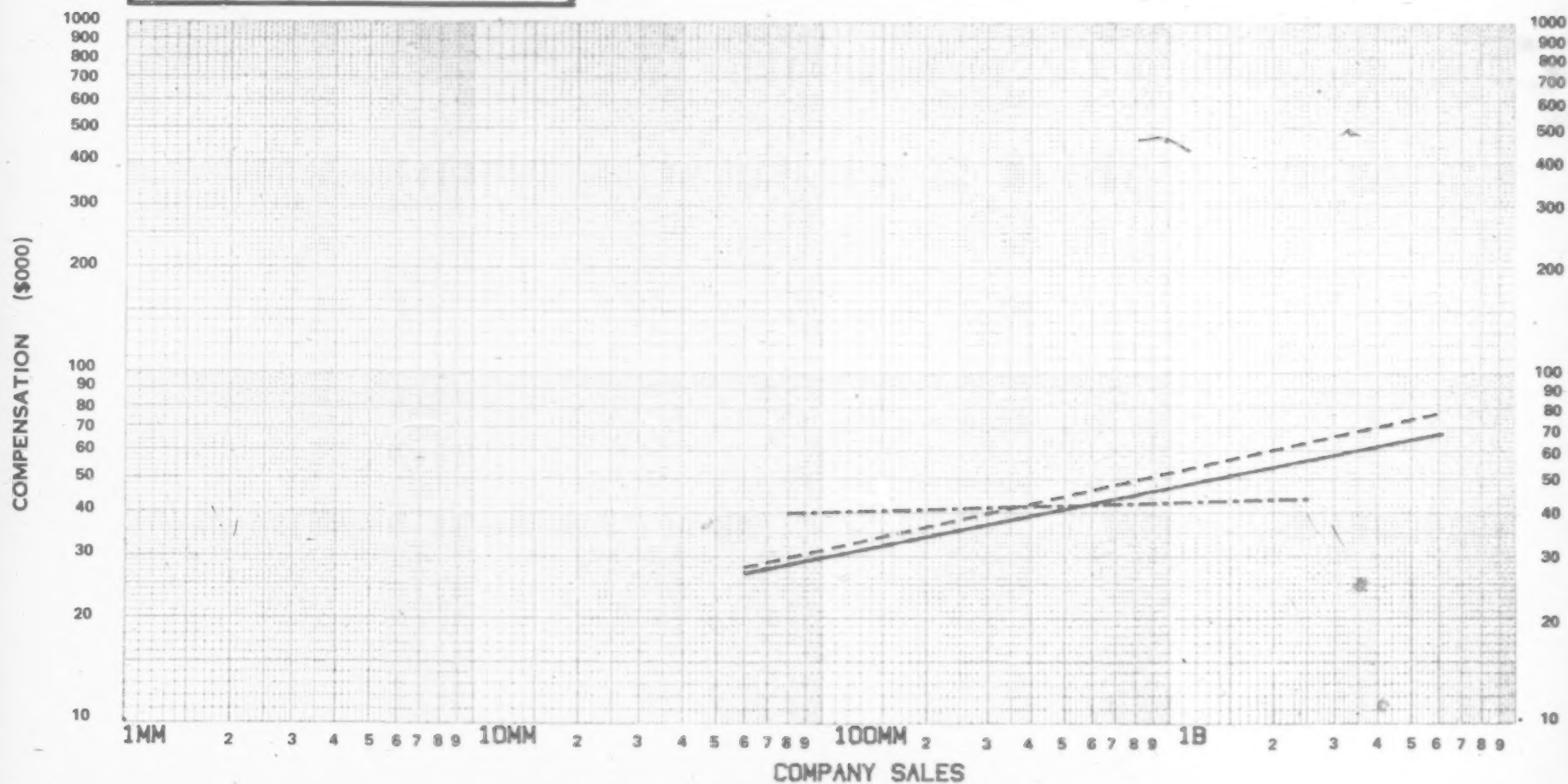
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1499.9 TO \$1000.0	VICE PRESIDENT	\$ 66.5	\$ 15.1	\$ 81.6		\$ 52.6	\$ 70.2	\$ 88.7
	VICE PRESIDENT	53.7	0.0	53.7		52.8	66.0	79.3
	MANAGER				\$ 50.9	42.9	49.4	55.9
	VICE PRESIDENT	50.6	0.0	50.6		52.8	66.0	79.3
	VICE PRESIDENT				49.0	48.1	59.4	70.7
	VICE PRESIDENT	47.8	0.0	47.8		49.9	62.4	74.9
	VICE PRESIDENT	44.8	1.5	46.3		36.9	46.1	55.4
	VICE PRESIDENT	41.4	0.0	41.4		39.8	49.7	59.6
	VICE PRESIDENT	39.2	1.5	40.7		36.9	46.1	55.4
NO IN POSITION: 12								
\$ 1224.5	WEIGHTED GROUP AVG:	\$ 49.1	\$ 2.6	\$ 51.7	\$ 50.5			
\$999.9 AND BELOW	MANAGER				\$ 61.7			
	CEO/PRESIDENT	\$ 57.6	\$ 0.0	\$ 57.6				
	VICE PRESIDENT	53.6	10.9	64.5		\$ 45.0	\$ 55.0	\$ 69.0
	ASST. V.P./DIR	46.7	1.9	48.6		39.4	49.2	59.0
	ASST. V.P./DIR	46.4	0.0	46.4		36.8	46.7	56.3
	GROUP EXEC.				45.9	34.9	43.6	52.3
	ASST. V.P./DIR	44.3	0.0	44.3		34.9	44.0	53.0
	EXEC. V.P.				42.5			
					42.5	37.0	45.3	53.7
	ASST. V.P./DIR	42.4	0.0	42.4		34.9	44.0	53.0
	ASST. V.P./DIR	40.4	0.0	40.4		31.1	38.8	46.6
					39.0	30.1	36.9	43.6
	ASST. V.P./DIR	38.2	0.0	38.2				
					36.4			
	MANAGER	34.2	25.0	59.2				
		26.0	6.0	32.0				
NO IN POSITION: 18								
\$ 618.6	WEIGHTED GROUP AVG:	\$ 43.9	\$ 5.0	\$ 48.9	\$ 43.5			
NO IN POSITION: 104								
\$ 3057.0	POSITION AVERAGE:	\$ 49.8	\$ 7.5	\$ 57.3	\$ 45.7			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.78	1.18
Bonus Co's Total Comp	-----	0.73	1.21
Nonbonus Co's Salary	-.-.-.	0.12	1.20

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
475.0 AND ABOVE	CEO/PRESIDENT	\$ 57.6	\$ 0.0	\$ 57.6				
	VICE PRESIDENT	54.3	4.7	59.0		\$ 51.2	\$ 63.3	\$ 75.3
	SENIOR V.P.	51.3	0.0	51.3		33.1	44.1	55.3
	VICE PRESIDENT	50.0	0.0	50.0		40.0	50.0	60.0
	VICE PRESIDENT	47.8	0.0	47.8		49.9	62.4	74.9
	GROUP EXEC.				\$ 45.9	34.9	43.6	52.3
	VICE PRESIDENT	44.8	1.5	46.3		36.9	46.1	55.4
					42.5	37.0	45.3	53.7
	ASST. V.P./DIR	40.0	8.0	48.0				
	MANAGER	34.2	25.0	59.2				
	NO IN POSITION:	17						
619.0	WEIGHTED GROUP AVG:	\$ 48.8	\$ 5.2	\$ 54.0	\$ 44.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
474.9	EXEC. V.P.	\$ 75.4	\$ 16.9	\$ 92.3		\$ 66.2	\$ 82.8	\$ 99.3
TO	VICE PRESIDENT				\$ 67.4	60.0	70.0	75.0
175.0	MANAGER				61.7			
	SENIOR V.P.	58.2	6.6	64.8				
	VICE PRESIDENT	53.7	0.0	53.7		52.8	66.0	79.3
	VICE PRESIDENT	50.6	0.0	50.6		52.8	66.0	79.3
	VICE PRESIDENT				50.2			
	VICE PRESIDENT				49.0	48.1	59.4	70.7
	MANAGER				48.6	35.7	45.6	55.4
	VICE PRESIDENT				47.9			
	ASST. V.P./DIR	46.4	0.0	46.4		36.8	46.7	56.3
	VICE PRESIDENT				45.3			
	VICE PRESIDENT	45.0	0.0	45.0		40.0	50.0	60.0
	VICE PRESIDENT	43.0	0.0	43.0		40.0	50.0	60.0
	EXEC. V.P.				42.5			
	MANAGER	42.0	0.5	42.5		33.5	44.6	55.8
	DIV. V.P./MGR.				41.3	39.6	48.5	57.4
	DIV. V.P./MGR.				40.0	31.5	37.8	44.1
	DIV. V.P./MGR.				39.5	31.5	37.8	44.1
					39.0	30.1	36.9	43.6
	DIV. V.P./MGR.				36.0	31.5	37.8	44.1
	VICE PRESIDENT	34.5	0.0	34.5		26.9	35.0	40.3
	DIV. V.P./MGR.				33.8	31.5	37.8	44.1
		26.0	6.0	32.0				
	NO IN POSITION:	41						
303.4	WEIGHTED GROUP AVG:	\$ 47.8	\$ 3.2	\$ 51.0	\$ 48.4			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
174.9 AND BELOW	SENIOR V.P.	\$ 49.8	\$ 5.0	\$ 54.8				
	ASST. V.P./DIR	44.3	0.0	44.3		\$ 34.9	\$ 44.0	\$ 53.0
	ASST. V.P./DIR	42.4	0.0	42.4		34.9	44.0	53.0
	VICE PRESIDENT	41.4	0.0	41.4		39.8	49.7	59.6
	VICE PRESIDENT	41.0	0.0	41.0		40.0	45.0	54.0
	ASST. V.P./DIR	40.4	0.0	40.4		31.1	38.8	46.6
	SENIOR V.P.	40.0	0.0	40.0		30.5	38.2	44.0
	VICE PRESIDENT	39.2	1.5	40.7		36.9	46.1	55.4
	VICE PRESIDENT	39.0	0.0	39.0		40.0	45.0	54.0
	VICE PRESIDENT				\$ 38.3			
	ASST. V.P./DIR	38.2	0.0	38.2				
	VICE PRESIDENT				37.1			
	DIV. V.P./MGR.				36.5	31.5	37.8	44.1
	DIV. V.P./MGR.				36.0	27.8	33.3	38.9
	DIV. V.P./MGR.				34.0	27.8	33.3	38.9
	DIV. V.P./MGR.				32.5	27.8	33.3	38.9
	VICE PRESIDENT	31.2	0.0	31.2		26.9	35.0	40.3
NO IN POSITION: 18								
116.8	WEIGHTED GROUP AVG:	\$ 40.6	\$ 0.6	\$ 41.2	\$ 36.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	\$ 74.7	\$ 7.5	\$ 82.2		\$ 50.6	\$ 63.3	\$ 75.9
	VICE PRESIDENT	66.5	15.1	81.6		52.6	70.2	88.7
	ASST. V.P./DIR	59.7	26.9	86.6		51.2	63.3	75.3
	EXEC. V.P.				\$ 58.8			
	ASST. V.P./DIR	56.4	30.3	86.7		57.7	71.4	85.2
	VICE PRESIDENT	56.4	30.3	86.7		57.7	71.4	85.2
	VICE PRESIDENT	56.0	12.0	68.0		51.0	63.0	75.0
	VICE PRESIDENT	53.6	10.9	64.5		45.0	55.0	69.0
	MANAGER				50.9	42.9	49.4	55.9
	ASST. V.P./DIR	46.7	1.9	48.6		39.4	49.2	59.0
					36.4			
NO IN POSITION: 28								
WEIGHTED GROUP AVG:		\$ 57.3	\$ 17.0	\$ 74.3	\$ 47.9			
329.8	NO IN POSITION: 104							
	POSITION AVERAGE:	\$ 49.8	\$ 7.5	\$ 57.3	\$ 45.7			

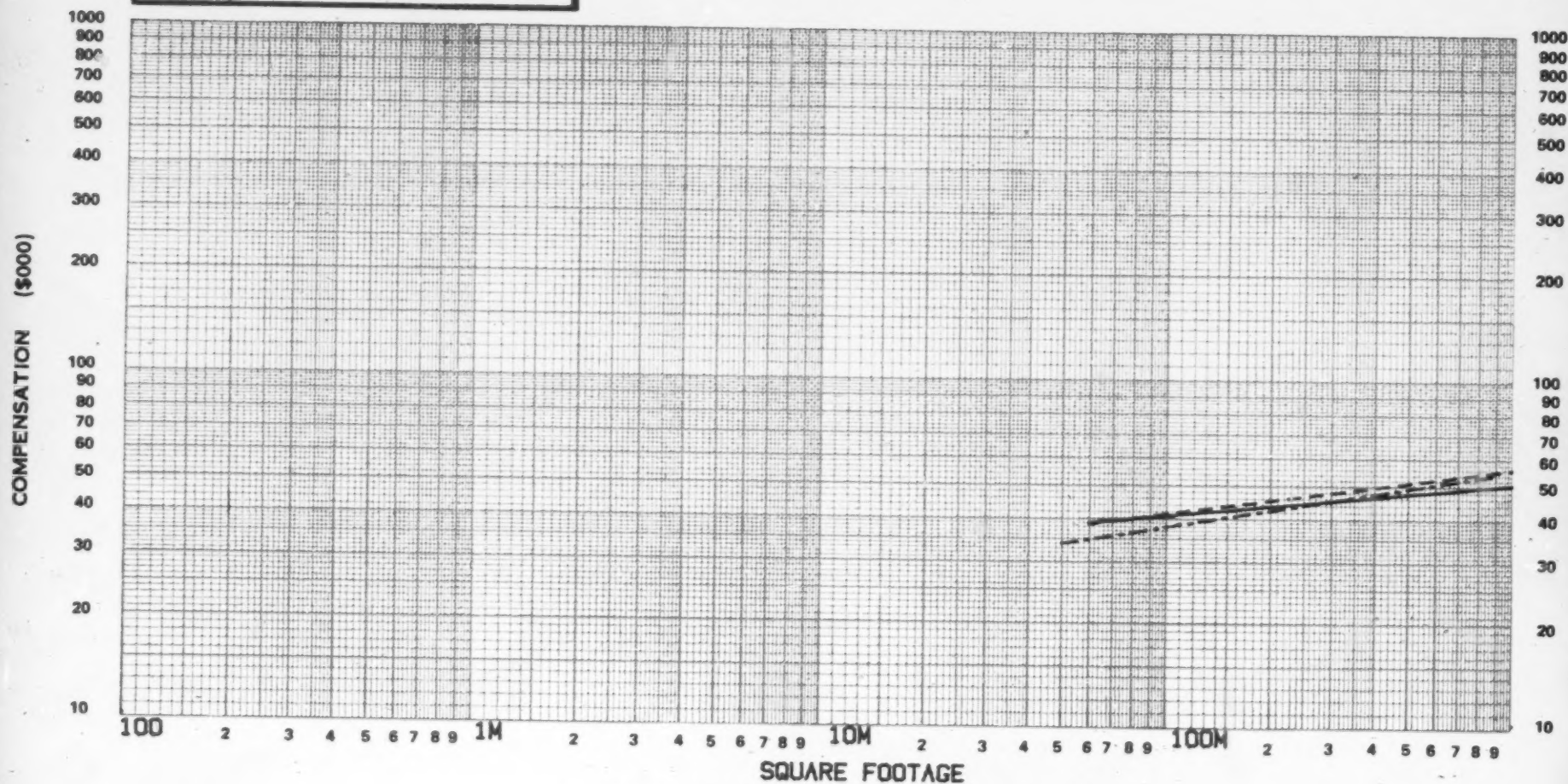
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LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.17	1.19
Bonus Co's Total Comp - - - - -	0.35	1.16
Nonbonus Co's Salary - . - . -	0.28	1.18

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$500.0 AND ABOVE	C.O.O.	\$113.0	\$ 53.3	\$166.3		\$ 89.7	\$112.1	\$134.5
	CEO/PRESIDENT	106.0	19.6	125.6		80.0	100.0	120.0
	ASST. V.P./DIR				\$ 56.1	42.9	52.6	62.2
	VICE PRESIDENT				56.0			
	GROUP EXEC.	55.6	4.0	59.6		45.9	57.4	68.9
	SENIOR V.P.	55.0	0.0	55.0				
	EXEC. V.P.	45.5	5.0	50.5				
		44.2	17.8	62.0				
	NO IN POSITION:	8						
\$ 1848.8	WEIGHTED GROUP AVG:	\$ 69.9	\$ 16.6	\$ 86.5	\$ 56.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - TOP DRUG EXECUTIVE

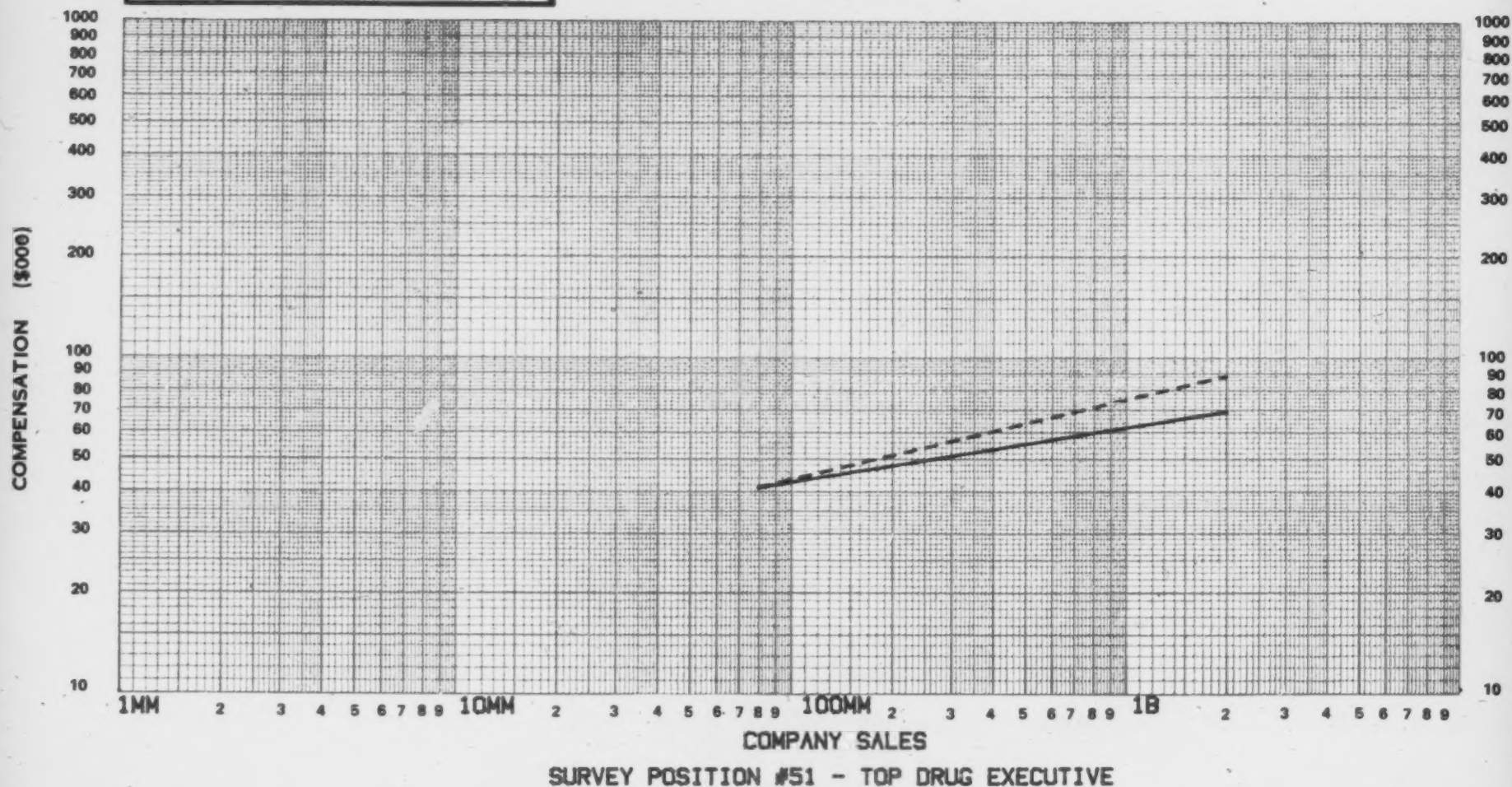
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$499.9 AND BELOW	BOARD OF DIR.	\$ 52.7	\$ 6.8	\$ 59.5		\$ 45.0	\$ 52.5	\$ 60.0
		51.7	5.0	56.7				
		50.2	2.3	52.5				
		50.0	0.0	50.0				
		48.3	0.0	48.3				
	VICE PRESIDENT	47.7	0.3	48.0				
					\$ 47.6			
	GROUP EXEC.	45.4	0.0	45.4				
	C.O.O.				42.6			
	GROUP EXEC.	39.0	11.0	50.0				
	BOARD OF DIR.	37.0	5.0	42.0				
	NO IN POSITION:	11						
\$ 259.1	WEIGHTED GROUP AVG:	\$ 46.9	\$ 3.4	\$ 50.3	\$ 45.1			
	NO IN POSITION:	19						
\$ 928.5	POSITION AVERAGE:	\$ 56.1	\$ 8.7	\$ 64.8	\$ 50.6			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.26	1.26
Bonus Co's Total Comp - - - - -	0.35	1.32
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE ANNUAL DRUG SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$8.0 AND ABOVE	CEO/PRESIDENT	\$106.0	\$ 19.6	\$125.6		\$ 80.0	\$100.0	\$120.0
	ASST. V.P./DIR				\$ 56.1	42.9	52.6	62.2
	GROUP EXEC.	55.6	4.0	59.6		45.9	57.4	68.9
	SENIOR V.P.	55.0	0.0	55.0				
		52.7	6.8	59.5		45.0	52.5	60.0
	EXEC. V.P.	45.5	5.0	50.5				
		44.2	17.8	62.0				
	GROUP EXEC.	39.0	11.0	50.0				
	NO IN POSITION: 8							
\$ 50.1	WEIGHTED GROUP AVG:	\$ 56.9	\$ 9.1	\$ 66.0	\$ 56.1			
\$7.9 AND BELOW	BOARD OF DIR.	\$ 51.7	\$ 5.0	\$ 56.7				
		50.2	2.3	52.5				
	EXEC. V.P.	50.0	0.0	50.0				
	VICE PRESIDENT	48.3	0.0	48.3				
		47.7	0.3	48.0				
					\$ 47.6			
	GROUP EXEC.	45.4	0.0	45.4				
	C.O.O.				42.6			
	BOARD OF DIR.	37.0	5.0	42.0				
	NO IN POSITION: 9							
\$ 3.4	WEIGHTED GROUP AVG:	\$ 47.2	\$ 1.8	\$ 49.0	\$ 45.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - TOP DRUG EXECUTIVE

SCOPE ANNUAL DRUG SALES (\$MIL)		REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
			SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	C.O.O. VICE PRESIDENT		\$113.0	\$ 53.3	\$166.3	\$ 56.0	\$ 89.7	\$112.1	\$134.5
		NO IN POSITION: 2							
		WEIGHTED GROUP AVG:	\$113.0	\$ 53.3	\$166.3	\$ 56.0			
\$ 25.4	NO IN POSITION: 19	POSITION AVERAGE:	\$ 56.1	\$ 8.7	\$ 64.8	\$ 50.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - TOP DRUG MERCHANDISING
EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

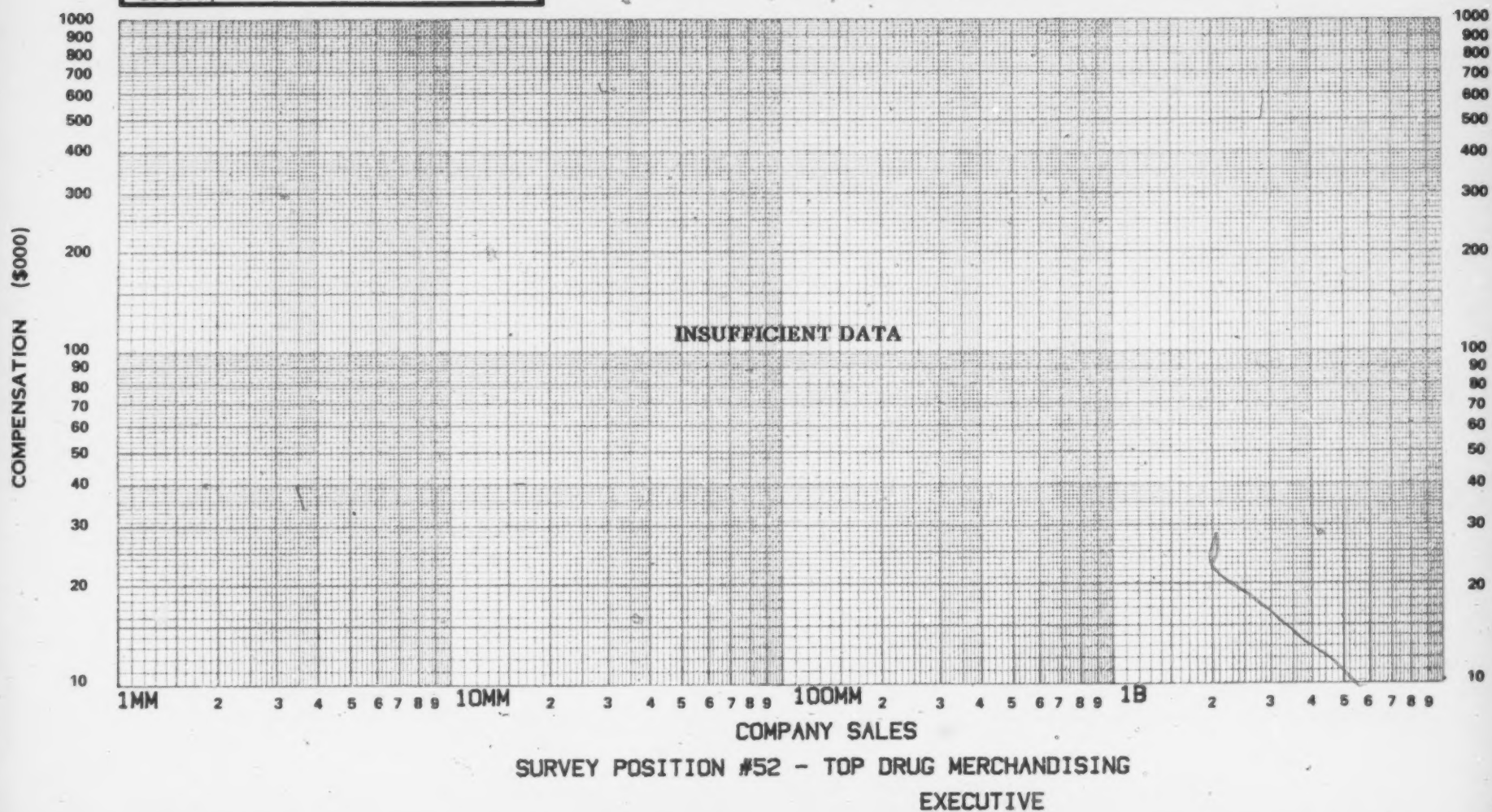
SCOPE COMPANY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$3000.0 AND BELOW	VICE PRESIDENT	\$ 70.0	\$ 62.3	\$132.3		\$ 55.7	\$ 69.6	\$ 83.5
	SENIOR V.P.	53.0	0.0	53.0		58.9	73.6	88.3
	VICE PRESIDENT	51.0	6.6	57.6		41.5	55.3	69.1
	MANAGER				\$ 47.8	31.6	40.3	49.0
		46.8	0.0	46.8		34.9	43.2	51.6
	DIV. V.P./MGR.	45.9	0.0	45.9				
	CEO/PRESIDENT				45.0			
	CEO/PRESIDENT				44.0	31.0	38.8	46.6
	EXEC. V.P.	41.6	3.0	44.6				
NO IN POSITION: 9								
\$ 1312.0	WEIGHTED GROUP AVG:	\$ 51.4	\$ 12.0	\$ 63.4	\$ 45.6			

NO IN POSITION: 9								
\$ 1312.0	POSITION AVERAGE:	\$ 51.4	\$ 12.0	\$ 63.4	\$ 45.6			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- . - . - .	

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist.
May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$20.0 AND ABOVE	MANAGER				\$ 45.6			
	MANAGER				43.9			
	MANAGER				43.7			
	MANAGER				43.5			
	MANAGER				43.2			
	MANAGER				42.3			
	MANAGER	\$ 39.7	\$ 0.0	\$ 39.7		\$ 31.5	\$ 39.4	\$ 47.3
		34.5	0.0	34.5		25.0	31.3	37.5
	MANAGER				31.1			
	MANAGER				29.9			
NO IN POSITION: 40								
\$ 34.9	WEIGHTED GROUP AVG:	\$ 37.1	\$ 0.0	\$ 37.1	\$ 42.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$19.9 TO \$10.0	MANAGER MANAGER MANAGER MANAGER				\$ 49.5 46.1 45.0 43.7			
	ASST. V.P./DIR	\$ 42.6	\$ 0.0	\$ 42.6				
	MANAGER	41.0	0.0	41.0	41.9	\$ 28.0	\$ 35.7	\$ 43.4
	MANAGER				40.2			
	MANAGER				40.2			
	MANAGER	37.9	0.0	37.9		31.5	4	47.3
	MANAGER	37.5	0.0	37.5		31.5	4	47.3
		34.5	0.0	34.5		25.0	31.3	37.5
	NO IN POSITION: 285							
\$ 14.3	WEIGHTED GROUP AVG:	\$ 37.0	\$ 0.0	\$ 37.0	\$ 42.5			
\$9.9 AND BELOW	MANAGER MANAGER MANAGER GROUP EXEC. MANAGER MANAGER	\$ 48.2	\$ 3.2	\$ 51.4	\$ 43.9 43.9 39.4 39.0 38.5	\$ 47.0 34.9	\$ 49.2 42.1	\$ 51.4 49.2
	ASST. V.P./DIR	38.5	0.0	38.5		37.4	41.7	46.0
	MANAGER				38.0			
	MANAGER				33.6	32.0	33.5	35.0
	MANAGER				30.4			
	NO IN POSITION: 105							
\$ 6.4	WEIGHTED GROUP AVG:	\$ 40.9	\$ 0.8	\$ 41.7	\$ 38.4			

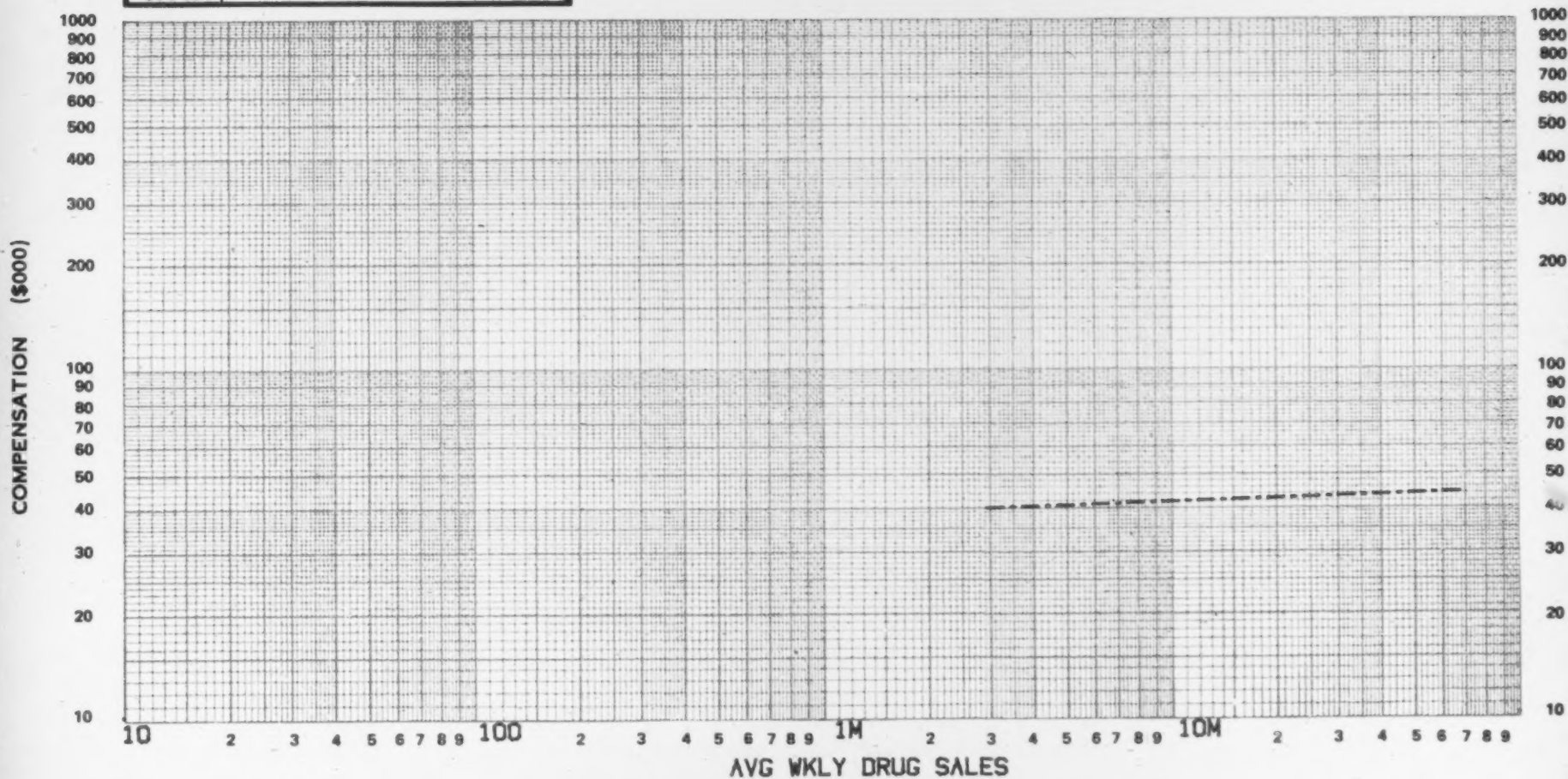
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	DIST.MANAGER	\$ 54.3	\$ 17.0	\$ 71.3				
		45.8	3.0	48.8				
	MANAGER				\$ 40.1			
	MANAGER				38.2			
	DIST.MANAGER	31.4	0.0	31.4	36.6			
NO IN POSITION: 200								
WEIGHTED GROUP AVG:		\$ 50.2	\$ 11.9	\$ 62.1	\$ 38.1			
\$ 14.3	NO IN POSITION: 630							
	POSITION AVERAGE:	\$ 44.3	\$ 6.3	\$ 50.6	\$ 40.9			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	0.04 1.13

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #53 - PHARMACY MANAGER

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$20.0 AND ABOVE	MANAGER				\$ 40.9			
	VICE PRESIDENT	\$ 40.9	\$ 0.0	\$ 40.9				
	MANAGER				40.8			
	MANAGER				40.8			
	MANAGER				39.5			
	MANAGER				39.5			
	MANAGER				38.6			
	MANAGER				35.2	\$ 27.4	\$ 34.2	\$ 41.0
	MANAGER				34.0			
		32.5	0.0	32.5		23.3	29.0	34.7
NO IN POSITION: 67								
\$ 82.6	WEIGHTED GROUP AVG:	\$ 40.2	\$ 0.0	\$ 40.2	\$ 39.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$19.9	MANAGER				\$ 48.0			
TO	MANAGER				41.1			
\$10.0	MANAGER				39.7			
	MANAGER				39.5			
	MANAGER				38.9			
	MANAGER				38.8			
	MANAGER				38.8	\$ 28.0	\$ 35.7	\$ 43.4
	MANAGER				37.9			
	MANAGER				34.5	27.4	34.2	41.0
	MANAGER				34.2	27.4	34.2	41.0
	MANAGER				32.5	23.3	29.0	34.7

	NO IN POSITION: 283				\$ 37.9			
\$ 14.5	WEIGHTED GROUP AVG:							

\$9.9	MANAGER				\$ 43.5			
AND BELOW	MANAGER				39.8			
	MANAGER				37.6			
	MANAGER				36.7	\$ 35.6	\$ 39.3	\$ 43.0
	MANAGER				36.2			
	MANAGER				35.6			
	MANAGER				35.6			
	MANAGER				28.9	24.6	28.6	32.7

	NO IN POSITION: 97				\$ 36.0			
\$ 6.1	WEIGHTED GROUP AVG:							

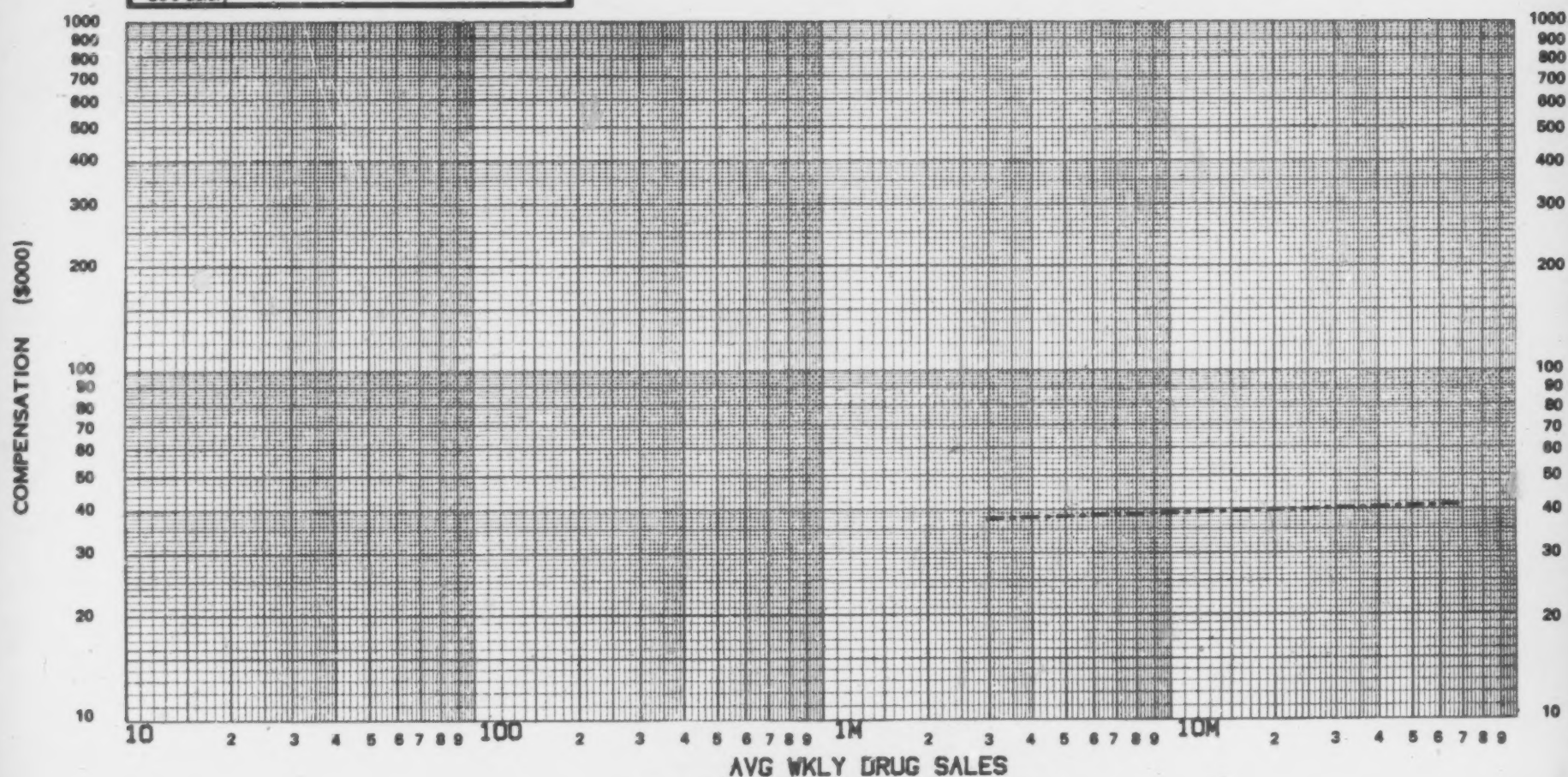
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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	MANAGER	\$ 45.1	\$ 0.0	\$ 45.1				
		44.7	0.0	44.7				
	MANAGER	43.0	0.0	43.0				
	MANAGER				\$ 43.0			
					38.5			
	MANAGER	34.2	2.0	36.2				
	MANAGER				33.8			
	MANAGER				33.3			
	VICE PRESIDENT				31.2			
	VICE PRESIDENT				30.6			
NO IN POSITION: 354								
WEIGHTED GROUP AVG: \$ 44.3		\$ 44.3	\$ 0.0	\$ 44.3	\$ 34.5			
\$ 22.9	NO IN POSITION: 801							
	POSITION AVERAGE: \$ 43.7	\$ 43.7	\$ 0.1	\$ 43.8	\$ 36.6			

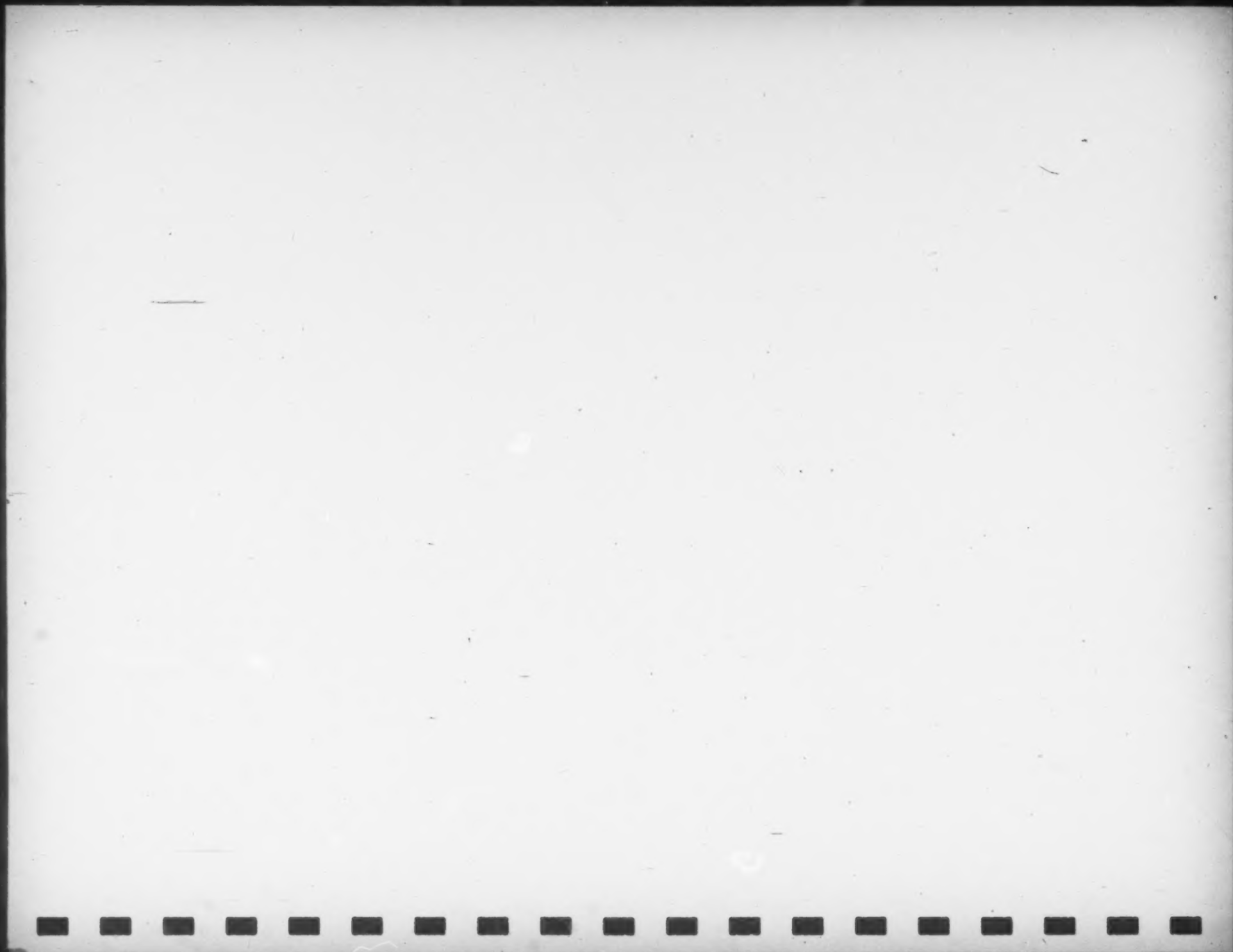
LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	———	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	- - - - -	0.05 1.10

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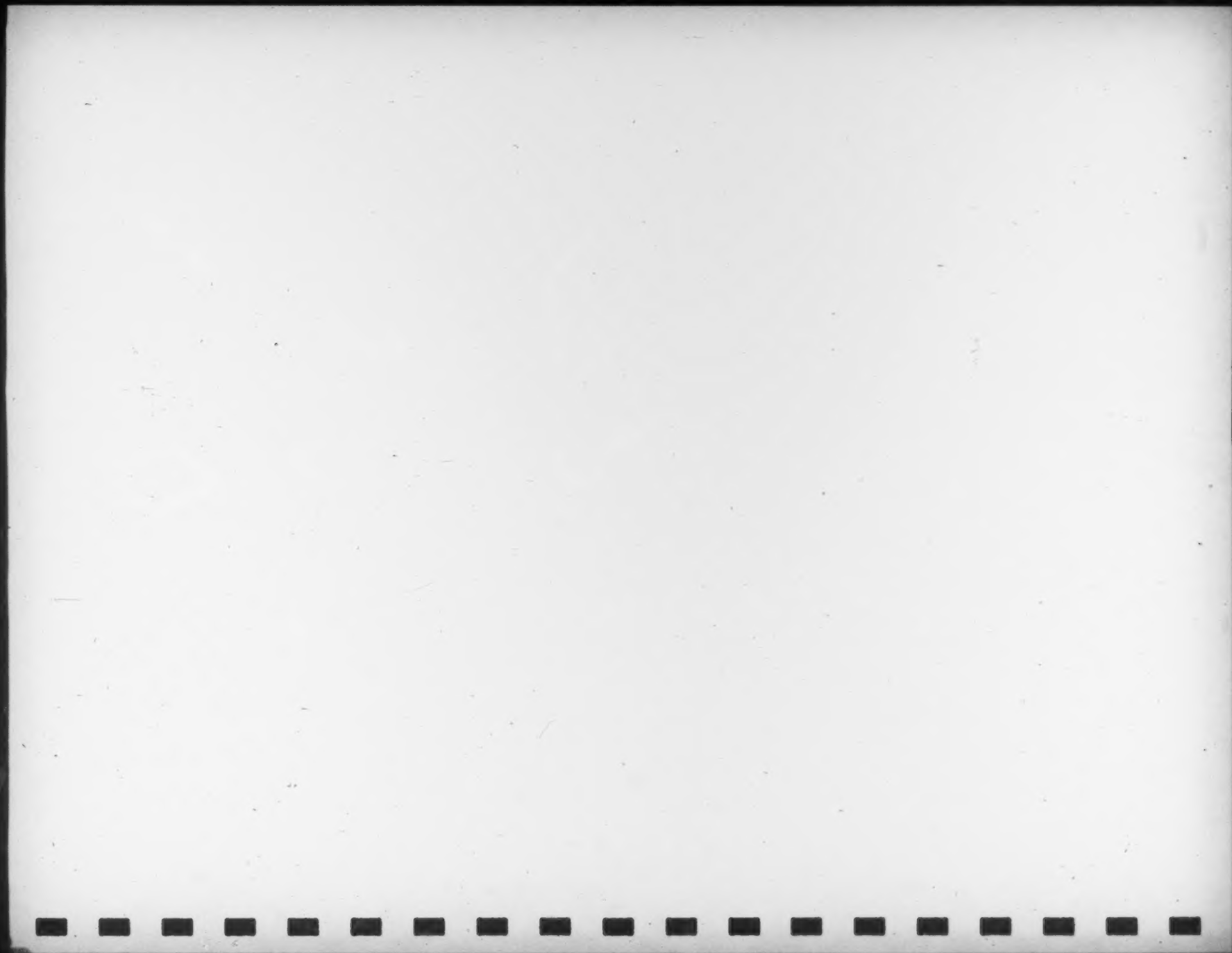
1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #54 - PHARMACIST



REGIONAL ANALYSIS



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND BELOW	BOARD OF DIR.	\$ 58.9	\$ 3.2	\$ 62.1		\$ 47.3	\$ 59.1	\$ 70.9
	VICE PRESIDENT	55.6	16.1	71.7		48.6	58.3	69.9
	BOARD OF DIR.	55.0	0.0	55.0		30.5	38.2	44.0
	MANAGER				\$ 48.0	41.1	50.5	60.0
	REG. V.P./MGR.	45.9	14.0	59.9		57.7	71.4	85.2
	REG. V.P./MGR.	45.4	1.9	47.3		36.2	45.2	54.2
	VICE PRESIDENT	45.0	0.0	45.0				
	DIST.MANAGER	43.9	6.2	50.1		31.6	41.2	50.8
	GROUP EXEC.	39.0	1.5	40.5		35.0	42.0	50.0
	VICE PRESIDENT				35.7	30.1	36.9	43.6
NO IN POSITION: 22								
\$ 419.1	WEIGHTED GROUP AVG:	\$ 49.7	\$ 5.8	\$ 55.5	\$ 44.9			

NO IN POSITION: 22								
\$ 419.1	POSITION AVERAGE:	\$ 49.7	\$ 5.8	\$ 55.5	\$ 44.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100.0 AND ABOVE	VICE PRESIDENT	\$ 65.4	\$ 17.7	\$ 83.1		\$ 46.2	\$ 55.4	\$ 66.5
	REG. V.P./MGR.	60.1	4.0	64.1		47.3	59.1	70.9
	VICE PRESIDENT	54.0	0.0	54.0		34.0	53.4	61.5
	ASST. V.P./DIR				\$ 48.9	38.9	47.7	56.4
	REG. V.P./MGR.	48.4	13.4	61.8		57.7	71.4	85.2

	NO IN POSITION: 11							
\$ 178.6	WEIGHTED GROUP AVG:	\$ 57.0	\$ 9.2	\$ 66.2	\$ 48.9			

\$99.9 AND BELOW	DIST.MANAGER	\$ 47.5	\$ 5.7	\$ 53.2		\$ 31.6	\$ 41.2	\$ 50.8
	GROUP EXEC.	46.0	2.3	48.3		40.0	47.5	55.0
	MANAGER				\$ 41.0	35.4	43.3	51.3
	VICE PRESIDENT	40.5	0.0	40.5				
	REG. V.P./MGR.	39.8	1.9	41.7		33.1	41.4	49.7
	ASST. V.P./DIR	37.1	5.0	42.1		30.1	36.9	43.6

	NO IN POSITION: 16							
\$ 38.1	WEIGHTED GROUP AVG:	\$ 40.8	\$ 3.4	\$ 44.2	\$ 41.0			

	NO IN POSITION: 27							
\$ 95.3	POSITION AVERAGE:	\$ 48.9	\$ 6.3	\$ 55.2	\$ 42.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND ABOVE	REG. V.P./MGR.	\$ 58.5	\$ 4.0	\$ 62.5		\$ 47.3	\$ 59.1	\$ 70.9
	REG. V.P./MGR.	50.7	14.1	64.8		51.2	63.3	75.3
	VICE PRESIDENT	49.8	14.3	64.1		46.2	55.4	66.5
	DIST. MANAGER	43.7	6.9	50.6		31.6	41.2	50.8
	VICE PRESIDENT	37.5	0.0	37.5		26.9	35.0	40.3
NO IN POSITION: 11								
\$ 97.6	WEIGHTED GROUP AVG:	\$ 51.5	\$ 8.6	\$ 60.1				
\$49.9 AND BELOW	GROUP EXEC. MANAGER	\$ 42.3	\$ 2.0	\$ 44.3	\$ 41.0	\$ 35.0	\$ 42.0	\$ 50.0
	REG. V.P./MGR.	40.6	1.4	42.0		35.4	43.3	51.3
	VICE PRESIDENT	35.8	0.0	35.8		31.8	39.8	47.8
	ASST. V.P./DIR	35.4	5.1	40.5		30.1	36.9	43.6
NO IN POSITION: 15								
\$ 18.5	WEIGHTED GROUP AVG:	\$ 38.1	\$ 3.1	\$ 41.2	\$ 41.0			
NO IN POSITION: 26								
\$ 52.0	POSITION AVERAGE:	\$ 45.5	\$ 6.1	\$ 51.6	\$ 41.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$200.0 AND BELOW	REG. V.P./MGR.	\$ 55.3	\$ 4.4	\$ 59.7		\$ 47.3	\$ 59.1	\$ 70.9
	ASST. V.P./DIR				\$ 52.5	38.9	47.7	56.4
	ASST. V.P./DIR	51.9	12.7	64.6		39.7	51.6	63.4
	VICE PRESIDENT	34.5	0.0	34.5				
	GROUP EXEC.	28.6	1.5	30.1		30.0	37.5	45.0
	NO IN POSITION:	7						
\$ 119.7	WEIGHTED GROUP AVG:	\$ 46.8	\$ 4.6	\$ 51.4	\$ 52.5			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 32.5	\$ 0.0	\$ 32.5		\$ 23.4	\$ 28.6	\$ 33.0
	NO IN POSITION:	8						
\$ 119.7	POSITION AVERAGE:	\$ 44.8	\$ 3.9	\$ 48.7	\$ 52.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$450.0 AND BELOW	REG. V.P./MGR.	\$ 60.7	\$ 3.8	\$ 64.5		\$ 47.3	\$ 59.1	\$ 70.9
	REG. V.P./MGR.	51.3	6.8	58.1		57.7	71.4	85.2
	VICE PRESIDENT	48.8	13.3	62.1		44.0	52.8	63.4
	DIST.MANAGER	45.4	6.9	52.3		31.6	41.2	50.8
	REG. V.P./MGR.	42.0	1.9	43.9		31.8	39.8	47.8
	GROUP EXEC.	38.7	2.3	41.0		30.0	37.5	45.0
	ASST. V.P./DIR				\$ 37.2	32.9	41.1	49.3
	VICE PRESIDENT	33.4	0.4	33.8		26.9	35.0	40.3
	ASST. V.P./DIR				32.7	30.1	36.9	43.6
NO IN POSITION: 20								
\$ 86.6	WEIGHTED GROUP AVG:	\$ 47.1	\$ 4.2	\$ 51.3	\$ 34.9			
NO IN POSITION: 20								
\$ 86.6	POSITION AVERAGE:	\$ 47.1	\$ 4.2	\$ 51.3	\$ 34.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW	VICE PRESIDENT	\$ 50.9	\$ 13.5	\$ 64.4		\$ 46.2	\$ 55.4	\$ 66.5
	VICE PRESIDENT	42.0	0.0	42.0		30.5	38.2	44.0
	MANAGER				\$ 41.0	35.4	43.3	51.3
	GROUP EXEC.	38.2	1.9	40.1		35.0	42.0	50.0
	REG. V.P./MGR.	37.0	1.0	38.0		29.9	37.4	46.8
	VICE PRESIDENT	33.6	0.0	33.6				
	ASST. V.P./DIR	29.0	3.7	32.7		27.2	33.3	39.4
	NO IN POSITION: 15							
\$ 30.9	WEIGHTED GROUP AVG:	\$ 38.6	\$ 4.3	\$ 42.9	\$ 41.0			
NO SCOPE REPORTED	MANAGER	\$ 71.2	\$ 0.0	\$ 71.2		\$ 59.5	\$ 79.4	\$ 99.2
	VICE PRESIDENT	47.5	4.8	52.3				
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	\$ 59.3	\$ 2.4	\$ 61.8				
	NO IN POSITION: 17							
\$ 30.9	POSITION AVERAGE:	\$ 42.4	\$ 3.9	\$ 46.3	\$ 41.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #1 - N. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$25.0 AND BELOW	GROUP EXEC.	\$ 49.4	\$ 2.8	\$ 52.2		\$ 35.0	\$ 42.0	\$ 50.0
	VICE PRESIDENT	46.5	0.0	46.5		26.9	35.0	40.3
	MANAGER				\$ 41.0	35.4	43.3	51.3
	REG. V.P./MGR.	33.6	1.4	35.0		29.9	37.4	46.8
	ASST. V.P./DIR	29.0	3.7	32.7		27.2	33.3	39.4
NO IN POSITION: 12								
\$ 5.9	WEIGHTED GROUP AVG:	\$ 36.8	\$ 2.1	\$ 39.0	\$ 41.0			
NO IN POSITION: 12								
\$ 5.9	POSITION AVERAGE:	\$ 36.8	\$ 2.1	\$ 39.0	\$ 41.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND BELOW	ASST. V.P./DIR	\$ 46.8	\$ 3.9	\$ 50.7		\$ 36.2	\$ 42.5	\$ 48.8
	ASST. V.P./DIR				\$ 43.8	31.6	40.3	49.0
	MANAGER				43.0	36.6	45.7	54.9
	MANAGER	41.2	6.3	47.5		45.8	56.0	66.4
	ASST. V.P./DIR				41.1	32.1	39.4	46.6
	ASST. V.P./DIR				41.0	35.4	43.3	51.3
	ASST. V.P./DIR				39.6	31.6	39.5	47.4
	VICE PRESIDENT				39.0	33.3	40.8	48.3
	REG. V.P./MGR.				38.6	33.2	39.8	47.8
	VICE PRESIDENT	38.3	0.0	38.3				
	MANAGER	28.4	0.0	28.4		23.4	28.6	33.0
NO IN POSITION: 78								
\$ 206.8	WEIGHTED GROUP AVG:	\$ 35.9	\$ 3.0	\$ 38.9	\$ 40.7			
NO SCOPE REPORTED	MANAGER	\$ 39.8	\$ 0.0	\$ 39.8		\$ 33.7	\$ 42.1	\$ 50.5
	MANAGER	37.4	1.6	39.0		31.2	39.0	46.8
	MANAGER	37.0	0.0	37.0		33.0	44.0	55.0
	ASST. V.P./DIR	26.9	3.1	30.0		21.0	24.9	28.8
NO IN POSITION: 22								
	WEIGHTED GROUP AVG:	\$ 36.2	\$ 1.1	\$ 37.3				
NO IN POSITION: 100								
\$ 206.8	POSITION AVERAGE:	\$ 36.0	\$ 2.3	\$ 38.3	\$ 40.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$350.0 AND BELOW	DIV. V.P./MGR. MANAGER				\$ 55.5 48.4	\$ 45.3 36.6	\$ 54.3 45.7	\$ 65.3 54.9
	VICE PRESIDENT	\$ 46.3	\$ 0.0	\$ 46.3				
	VICE PRESIDENT				42.9	31.6	40.3	49.0
	VICE PRESIDENT				41.3	33.3	40.8	48.3
	ASST. V.P./DIR				41.0	35.4	43.3	51.3
	ASST. V.P./DIR				41.0	31.6	39.5	47.4
	MANAGER	39.8	6.3	46.1		45.8	56.0	66.4
	MANAGER	28.4	0.0	28.4		23.4	28.6	33.0
	NO IN POSITION: 21							
\$ 87.5	WEIGHTED GROUP AVG:	\$ 36.2	\$ 3.5	\$ 39.7	\$ 44.3			
NO SCOPE REPORTED	ASST. V.P./DIR	\$ 46.3	\$ 0.0	\$ 46.3		\$ 33.7	\$ 42.1	\$ 50.5
	MANAGER	43.6	0.0	43.6		33.0	44.0	55.0
	VICE PRESIDENT	40.7	1.8	42.5		35.3	44.1	52.9
	ASST. V.P./DIR	32.3	3.8	36.1		23.9	29.4	34.9
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	\$ 41.4	\$ 1.2	\$ 42.6				
	NO IN POSITION: 29							
\$ 87.5	POSITION AVERAGE:	\$ 38.4	\$ 2.5	\$ 40.9	\$ 44.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH (\$MIL.)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$175.0 AND BELOW	MANAGER				\$ 47.8	\$ 36.6	\$ 45.7	\$ 54.9
	VICE PRESIDENT				43.7	31.6	40.3	49.0
	VICE PRESIDENT				43.0	33.3	40.8	48.3
	ASST. V.P./DIR				41.0	35.4	43.3	51.3
	ASST. V.P./DIR				40.8	32.1	39.4	46.6
	DIV. V.P./MGR.				39.5	27.9	33.5	40.2
	MANAGER	\$ 37.8	\$ 4.1	\$ 41.9		38.2	46.5	54.8
	ASST. V.P./DIR				36.8	31.6	39.5	47.4
	VICE PRESIDENT	35.6	0.0	35.6				
	MANAGER	25.7	0.0	25.7		23.4	28.6	33.0
NO IN POSITION: 37								
\$ 61.7	WEIGHTED GROUP AVG:	\$ 33.2	\$ 2.2	\$ 35.4	\$ 41.8			
NO SCOPE REPORTED	MANAGER	\$ 41.2	\$ 0.0	\$ 41.2		\$ 33.0	\$ 44.0	\$ 55.0
	ASST. V.P./DIR	39.1	0.0	39.1		33.7	42.1	50.5
		38.8	1.3	40.1		35.3	44.1	52.9
	ASST. V.P./DIR	36.4	4.2	40.6		23.9	29.4	34.9
NO IN POSITION: 7								
	WEIGHTED GROUP AVG:	\$ 38.9	\$ 1.0	\$ 39.9				
NO IN POSITION: 44								
\$ 61.7	POSITION AVERAGE:	\$ 35.4	\$ 1.8	\$ 37.2	\$ 41.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW	MANAGER				\$ 42.8	\$ 36.6	\$ 45.7	\$ 54.9
	ASST. V.P./DIR				40.0	32.1	39.4	46.6
	ASST. V.P./DIR				39.1	31.6	39.5	47.4
	VICE PRESIDENT				37.8	33.3	40.8	48.3
	VICE PRESIDENT	\$ 32.5	\$ 0.0	\$ 32.5				
	MANAGER	32.5	0.0	32.5		23.4	28.6	33.0
NO IN POSITION: 7								
\$ 73.4	WEIGHTED GROUP AVG:	\$ 32.5	\$ 0.0	\$ 32.5	\$ 40.5			
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 47.2	\$ 31.6	\$ 40.3	\$ 49.0
	MANAGER	\$ 36.5	\$ 0.0	\$ 36.5		33.7	42.1	50.5
	ASST. V.P./DIR	24.0	0.8	24.8		21.0	24.9	28.8
NO IN POSITION: 3								
	WEIGHTED GROUP AVG:	\$ 30.3	\$ 0.4	\$ 30.7	\$ 47.2			
NO IN POSITION: 10								
\$ 73.4	POSITION AVERAGE:	\$ 31.4	\$ 0.2	\$ 31.6	\$ 41.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH. (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$125.0 AND BELOW	MANAGER				\$ 48.7	\$ 36.6	\$ 45.7	\$ 54.9
	VICE PRESIDENT				37.8	33.3	40.8	48.3
	MANAGER	\$ 27.3	\$ 0.0	\$ 27.3		23.4	28.6	33.0

	NO IN POSITION:	13						
\$ 92.2	WEIGHTED GROUP AVG:	\$ 27.3	\$ 0.0	\$ 27.3	\$ 47.8			

NO SCOPE REPORTED	MANAGER	\$ 38.6	\$ 0.0	\$ 38.6		\$ 33.7	\$ 42.1	\$ 50.5
	ASST. V.P./DIR	32.9	4.2	37.1		23.9	29.4	34.9

	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	\$ 35.8	\$ 2.1	\$ 37.8				

	NO IN POSITION:	15						
\$ 92.2	POSITION AVERAGE:	\$ 32.9	\$ 1.4	\$ 34.3	\$ 47.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW	MANAGER				\$ 44.6	\$ 36.6	\$ 45.7	\$ 54.9
	MANAGER	\$ 44.6	\$ 4.7	\$ 49.3		45.8	56.0	66.4
	DIV. V.P./MGR.				42.1	35.9	43.0	51.6
	ASST. V.P./DIR	39.4	4.4	43.8		35.7	42.0	48.3
	ASST. V.P./DIR				35.1	30.1	36.9	43.6
	ASST. V.P./DIR				32.4	26.5	32.6	38.5
	MANAGER	32.2	0.0	32.2		23.4	28.6	33.0
	ASST. V.P./DIR				26.0			
NO IN POSITION: 33								
\$ 53.3	WEIGHTED GROUP AVG:	\$ 41.3	\$ 3.6	\$ 44.9	\$ 39.3			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 38.8	\$ 1.2	\$ 40.0		\$ 29.9	\$ 37.4	\$ 44.9
	ASST. V.P./DIR				\$ 36.8	31.6	39.5	47.4
	VICE PRESIDENT	33.9	0.0	33.9		33.0	44.0	55.0
	ASST. V.P./DIR	28.3	3.3	31.6		19.8	24.3	28.8
NO IN POSITION: 10								
	WEIGHTED GROUP AVG:	\$ 33.7	\$ 1.2	\$ 34.9	\$ 36.8			
NO IN POSITION: 43								
\$ 53.3	POSITION AVERAGE:	\$ 37.7	\$ 2.5	\$ 40.2	\$ 39.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$125.0 AND BELOW	ASST. V.P./DIR				\$ 50.7	\$ 31.6	\$ 40.3	\$ 49.0
	DIV. V.P./MGR.				50.4	45.3	54.3	65.3
	ASST. V.P./DIR	\$ 39.4	\$ 3.0	\$ 42.4		32.6	38.3	44.0
	ASST. V.P./DIR				38.2	31.6	39.5	47.4
	MANAGER	32.1	0.0	32.1		23.4	28.6	33.0
		NO IN POSITION:	6					
\$ 57.3	WEIGHTED GROUP AVG:	\$ 35.8	\$ 1.5	\$ 37.3	\$ 47.4			
NO SCOPE REPORTED	VICE PRESIDENT				\$ 41.3	\$ 33.3	\$ 40.8	\$ 48.3
	VICE PRESIDENT	\$ 40.0	\$ 1.7	\$ 41.7		29.9	37.4	44.9
	ASST. V.P./DIR	38.1	0.0	38.1		33.7	42.1	50.5
		NO IN POSITION:	3					
		WEIGHTED GROUP AVG:	\$ 39.1	\$ 0.8	\$ 39.9	\$ 41.3		
		NO IN POSITION:	9					
\$ 57.3	POSITION AVERAGE:	\$ 37.4	\$ 1.2	\$ 38.6	\$ 46.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

REGION #1 - N. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	MANAGER				\$ 42.6	\$ 36.6	\$ 45.7	\$ 54.9
	ASST. V.P./DIR				42.6	28.0	35.7	43.4
	MANAGER	\$ 32.1	\$ 0.0	\$ 32.1		23.4	28.6	33.0
	CEO/PRESIDENT				32.0			
	NO IN POSITION:	5						
\$ 18.9	WEIGHTED GROUP AVG:	\$ 32.1	\$ 0.0	\$ 32.1	\$ 40.0			
	NO IN POSITION:	5						
\$ 18.9	POSITION AVERAGE:	\$ 32.1	\$ 0.0	\$ 32.1	\$ 40.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL
MANAGER
REGION #1 - N. E.

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1200.0 AND BELOW	C.O.O.	\$150.0	\$ 40.5	\$190.5		\$115.0	\$137.0	\$164.0
	EXEC. V.P.	132.0	62.0	194.0		127.0	159.0	191.0
	C.O.O.	125.0	0.0	125.0				
	BOARD OF DIR.	123.0	63.5	186.5				
	SENIOR V.P.	122.0	36.6	158.6		83.9	105.3	126.7
	EXEC. V.P.				\$ 91.1	69.0	86.3	103.6
	SENIOR V.P.	79.1	0.0	79.1		78.0	98.0	118.0
	EXEC. V.P.	78.8	19.2	98.0		51.5	68.3	85.0
	SENIOR V.P.	74.1	0.0	74.1		52.8	71.1	88.8
	SENIOR V.P.	65.4	4.0	69.4		53.4	66.7	80.0
NO IN POSITION: 24								
\$ 592.3	WEIGHTED GROUP AVG:	\$105.2	\$ 25.0	\$130.2	\$ 91.1			
NO IN POSITION: 24								
\$ 592.3	POSITION AVERAGE:	\$105.2	\$ 25.0	\$130.2	\$ 91.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #1 - N. E.

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$125.1 AND ABOVE	EXEC. V.P.				\$ 85.5	\$ 69.0	\$ 86.3	\$103.6
	DIV. V.P./MGR.	\$ 69.5	\$ 4.9	\$ 74.4		58.6	73.2	87.9
	REG. V.P./MGR.	60.6	18.4	79.0		64.8	80.6	96.6
	VICE PRESIDENT	60.0	8.5	68.5		45.0	55.0	65.0
	VICE PRESIDENT	58.2	5.4	63.6		52.8	66.0	79.3
	DIV. V.P./MGR.	58.0	7.5	65.5		48.1	59.4	70.7
	ASST. V.P./DIR	56.6	13.5	70.1		39.7	51.6	63.4
	REG. V.P./MGR.	56.1	22.2	78.3		64.8	80.6	96.6
	C.O.O.	54.4	5.4	59.8		43.0	50.9	58.5
	ASST. V.P./DIR	53.3	12.5	65.8		39.7	51.6	63.4
	VICE PRESIDENT	52.8	4.9	57.7		52.8	66.0	79.3
	VICE PRESIDENT	52.2	13.3	65.5		39.1	49.7	60.3
	VICE PRESIDENT	35.0	0.0	35.0		23.4	28.6	33.6
NO IN POSITION: 73								
\$ 212.9	WEIGHTED GROUP AVG:	\$ 60.3	\$ 9.7	\$ 70.0	\$ 85.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #1 - N. E.

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$125.0 AND BELOW	VICE PRESIDENT	\$ 58.4	\$ 0.0	\$ 58.4		\$ 40.0	\$ 53.4	\$ 66.7
	VICE PRESIDENT	57.6	0.0	57.6		40.0	53.4	66.7
	REG. V.P./MGR.	55.1	12.6	67.7		44.0	52.8	63.4
	REG. V.P./MGR.	49.5	14.2	63.7		44.0	52.8	63.4
	REG. V.P./MGR.	47.8	14.3	62.1		44.0	52.8	63.4
	VICE PRESIDENT	46.4	0.0	46.4				
	REG. V.P./MGR.	43.7	7.4	51.1		37.0	45.3	53.7
	REG. V.P./MGR.	43.0	7.4	50.4		37.0	45.3	53.7
	REG. V.P./MGR.	42.8	4.2	47.0		37.0	45.3	53.7
	REG. V.P./MGR.	37.8	4.0	41.8		37.0	45.3	53.7
	VICE PRESIDENT	36.4	0.0	36.4		23.4	28.6	33.6
	GROUP EXEC.	32.7	0.0	32.7				
	VICE PRESIDENT	28.0	0.0	28.0		23.4	28.6	33.0
NO IN POSITION: 48								
\$ 90.5	WEIGHTED GROUP AVG:	\$ 47.9	\$ 7.6	\$ 55.5				

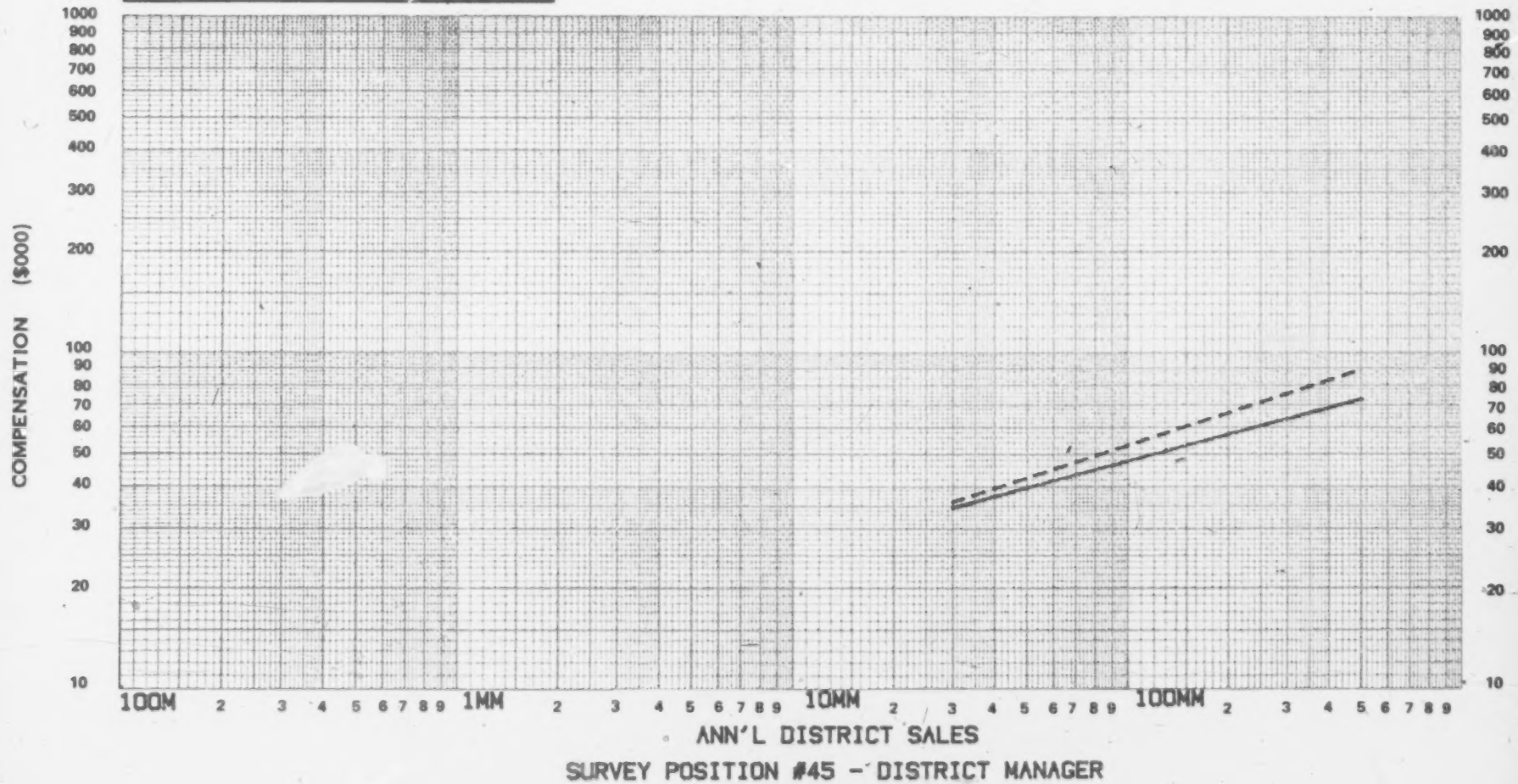
NO SCOPE REPORTED	DIV. V.P./MGR.	\$ 52.8	\$ 1.8	\$ 54.6		\$ 44.2	\$ 55.2	\$ 66.2

NO IN POSITION: 127								
\$ 164.3	POSITION AVERAGE:	\$ 55.1	\$ 8.6	\$ 63.6	\$ 85.5			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.44	1.19
Bonus Co's Total Comp - - - - -	0.41	1.25
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



REGION #1 - N. E.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES						
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY		
\$350.0 AND ABOVE	\$ 55.0	\$ 5.0	\$ 60.0						2.0	60.0	12.0	B	D	
				\$ 52.3	\$ 47.2	\$ 57.8	\$ 68.4	5.2	1.0	47.0	3.0	B	B	
	51.8	3.4	55.2		47.8	59.8	71.7	5.0	2.0	46.0	17.0	b	a	
	51.3	16.7	68.0		32.7	45.5	55.6	5.0	1.0	47.0	12.0	225		
	48.0	5.0	53.0		41.1	50.5	60.0	5.0	1.0	50.0	15.0	D	D	
	47.0	4.3	51.3		36.9	43.4	49.9	5.0	2.0	45.0	11.0	225	225	
	46.6	0.0	46.6		39.0	45.5	51.4	5.0	2.0	45.0	13.0	200	a	
	45.2	10.0	55.2		37.7	45.3	54.4	5.0	1.5	50.0	17.0	b	a	
	45.1	24.6	69.7		43.0	49.0	55.0	5.0	2.0	48.0	12.0	a	a	
				45.1	35.3	43.3	51.2	5.2	1.0	45.0	3.0	B	B	
	44.5	0.0	44.5		36.4	42.5	46.9	5.0	2.0	45.0	13.0	200	a	
	43.4	4.1	47.5		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200		
				42.8					5.0	1.0	50.0	15.0	150	A
	42.5	4.5	47.0		35.0	40.0	45.0	5.0	1.0	50.0	22.0	175		
	41.9	2.4	44.3		28.0		49.0	5.0	1.0	48.0	26.0	205	A	
	41.2	0.0	41.2		36.1	41.2	46.3	5.0	1.0	45.0				
				38.0					5.0	1.0	50.0	15.0	150	A
	36.8	11.3	48.1		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A	
	36.6	11.7	48.3		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A	
	35.3	3.9	39.2		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112	
32.2	0.0	32.2						5.0		40.0				

NO. IN POS: 486														
WT'D														
\$ 481.6	AVG: \$ 46.4	\$ 5.8	\$ 52.2	\$ 49.6										

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE	BONUS COMPANIES		NONBONUS	SALARY	RANGE	WORK SCHEDULE/PAY PRACTICES							
AVG WKLY STORE SALES (\$THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY	PAY
\$349.9	\$ 50.6	\$ 16.1	\$ 66.7	\$ 42.1				5.0	2.0	50.0	17.0	200	A
TO	49.6	0.6	50.2		\$ 32.7	\$ 45.5	\$ 55.6	5.0	1.0	47.0	12.0	225	
\$250.0	42.7	4.1	46.8		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	42.7	3.1	45.8		35.4	41.6	47.8	5.0	2.0	45.0	11.0	225	225
					32.1	39.4	46.6	5.2	1.0	45.0	3.0	B	B
	42.0	0.0	42.0		36.0	42.3	48.0	5.0	2.0	45.0	13.0	200	a
	41.7	0.0	41.7		34.3	38.6	44.3	5.0	2.0	45.0	13.0	200	a
	40.0	4.0	44.0		32.5	40.0	45.0	5.0	1.0	50.0	20.0	175	
	39.1	2.3	41.4		28.0		49.0	5.0	1.0	48.0	26.0	205	A
	31.4	3.7	35.1		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	30.0	0.0	30.0					5.0		40.0			

NO. IN POS: 111													
WT'D													
\$ 266.4	AVG: \$ 40.1	\$ 2.3	\$ 42.4	\$ 42.1									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	RANGE MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY	PAY
\$249.9	\$ 48.8	\$ 15.4	\$ 64.2					5.0	2.0	50.0	17.0	200	A
TO	43.3	8.6	51.9		\$ 33.2	\$ 39.8	\$ 47.8	5.0	1.5	50.0	17.0	b	a
\$175.0	42.2	12.3	54.5		41.0	43.5	46.0	5.0	2.0	48.0	12.0	a	a
	41.8	7.2	49.0		31.1	37.3	44.7	5.0	1.5	50.0	17.0	b	a
	41.2	0.0	41.2		36.1	41.2	46.3	5.0	1.0	45.0			
	40.6	10.6	51.2		32.7	45.5	55.6	5.0	1.0	47.0	12.0	225	
	40.1	3.8	43.9		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	40.0	3.0	43.0		30.0	35.0	40.0	5.0	1.0	50.0	20.0	175	
	39.2	0.0	39.2		33.0	36.7	43.4	5.0	2.0	45.0	13.0	200	a
				\$ 38.2	29.2	35.8	42.3	5.2	1.0	45.0	3.0	B	B
	36.2	5.4	41.6		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A
	35.4	6.8	42.2		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A
	35.2	2.0	37.2		28.0		49.0	5.0	1.0	48.0	26.0	205	A
	34.3	5.6	39.9		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A
	33.5	0.0	33.5		29.4	33.5	37.6	5.0	1.0	45.0			
				33.0				5.0	3.0	50.0	15.0	150	A

NO. IN POS: 241													
WT'D													
\$ 213.7	AVG: \$ 40.6	\$ 7.9	\$ 48.5	\$ 37.5									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$174.9	\$ 48.1	\$ 10.0	\$ 58.1		\$ 32.7	\$ 45.5	\$ 55.6	5.0	1.0	47.0	12.0	225
TO	46.2	15.0	61.2					5.0	2.0	50.0	17.0	200 A
\$125.0	45.0	2.1	47.1		33.3	39.2	45.1	5.0	2.0	45.0	11.0	225 225
	42.4	14.0	56.4					5.0	2.0	50.0	17.0	200 A
	41.7	0.0	41.7		34.1	40.3	46.3	5.0	2.0	45.0	13.0	200 a
	41.6	4.0	45.6		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200
	40.9	2.6	43.5		35.4	41.6	47.8	5.0	2.0	45.0	11.0	225 225
	40.6	0.0	40.6		34.1	40.3	46.3	5.0	2.0	45.0	13.0	200 a
	40.3	10.2	50.5		38.0	41.0	44.0	5.0	2.0	48.0	12.0	a a
	39.5	13.3	52.8					5.0	2.0	50.0	17.0	200 A
	38.1	2.2	40.3		28.0		49.0	5.0	1.0	48.0	26.0	205 A
	37.5	0.0	37.5		31.7	34.3	38.4	5.0	2.0	45.0	13.0	200 a
	30.8	0.0	30.8					5.0		40.0		
	30.8	3.3	34.1		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112 112
	29.6	3.1	32.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112 112
NO. IN POS:	97											
WT'D												
\$ 158.0	AVG: \$ 38.2	\$ 6.6	\$ 44.8									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$124.9	\$ 53.0	\$ 16.7	\$ 69.7					5.0	2.0	50.0	17.0	200	A
TO	40.2	8.1	48.3		\$ 28.9	\$ 34.8	\$ 41.7	5.0	1.5	50.0	17.0	b	a
\$75.0	39.2	3.7	42.9		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	38.8	8.1	46.9		28.9	34.8	41.7	5.0	1.5	50.0	17.0	b	a
	38.3	6.0	44.3		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a	a
	36.8	3.1	39.9		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a	a
	33.9	5.6	39.5		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A
	33.6	3.5	37.1		30.1	36.9	43.6	5.5	1.0	50.0	3.0	A	A
	33.5	0.0	33.5		29.4	33.5	37.6	5.0	1.0	45.0			
	32.3	0.0	32.3					5.0		40.0			
	31.3	2.3	33.6					5.0	1.0	45.0	12.0	150	D
	30.8	0.0	30.8					5.0		40.0			
	28.7	2.5	31.2		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112

NO. IN POS: 325

WT'D
\$ 108.9 AVG: \$ 36.0 \$ 4.9 \$ 40.9

\$74.9	\$ 37.3	\$ 8.1	\$ 45.4	\$ 28.9	\$ 34.8	\$ 41.7	5.0	1.5	50.0	17.0	b	a
AND BELOW	36.4	2.9	39.3	36.0	38.5	41.0	5.0	2.0	48.0	12.0	a	a
	36.2	1.9	38.1	36.0	38.5	41.0	5.0	2.0	48.0	12.0	a	a
	36.1	8.9	45.0	28.9	34.8	41.7	5.0	1.5	50.0	17.0	b	a
	33.3	2.2	35.5	27.2	33.3	39.4	5.5	1.0	50.0	3.0	A	A
	30.7	0.0	30.7				5.0		40.0			

NO. IN POS: 63

WT'D
\$ 58.4 AVG: \$ 36.1 \$ 5.5 \$ 41.6

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS / COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
NO SCOPE REPORTED	\$ 46.9	\$ 6.1	\$ 53.0					5.0	2.0	45.0	17.0	200
	42.8	5.9	48.7					5.0	2.0	45.0	17.0	200
	42.8	1.1	43.9		\$ 37.6	\$ 47.0	\$ 56.5	5.0	1.0	45.0	13.0	E E
	42.4	5.9	48.3					5.0	1.0	45.0	17.0	200
	37.7	1.3	39.0		31.5	39.4	47.3	5.0	1.0	45.0	13.0	E E
	37.6	6.2	43.8		31.6	41.2	50.8	5.0	1.0	45.0	15.0	250 0
	35.8	1.1	36.9		30.1	37.5	45.0	5.0	1.0	45.0	13.0	E E
	30.9	0.1	31.0		27.6	34.4	41.4	5.0	1.0	45.0	13.0	E E

NO. IN POS: 113

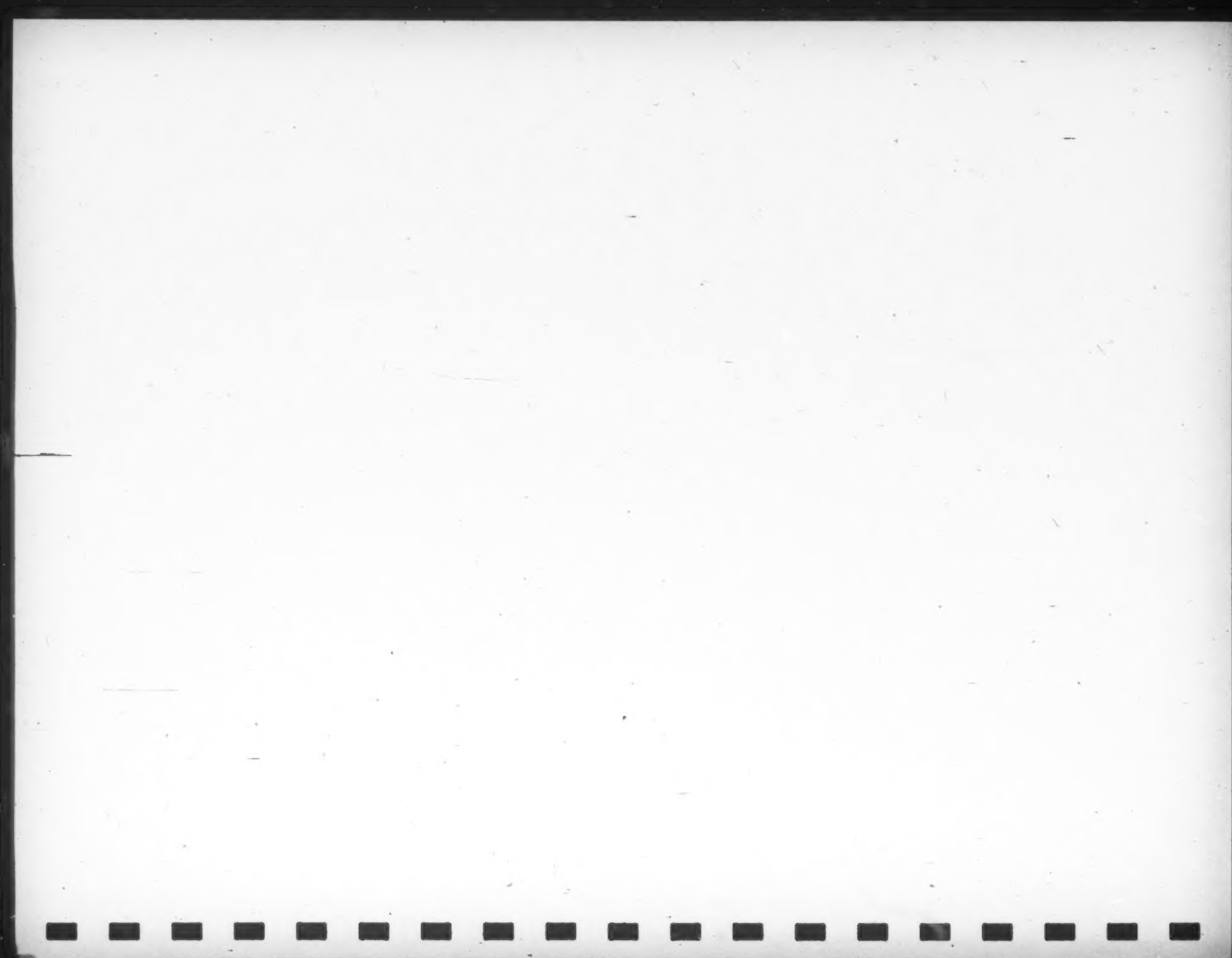
WT'D

AVG: \$ 37.3 \$ 2.8 \$ 40.1

NO. IN POS: 1436

POSITION

\$ 279.3 AVG: \$ 40.8 \$ 5.5 \$ 46.3 \$ 45.8

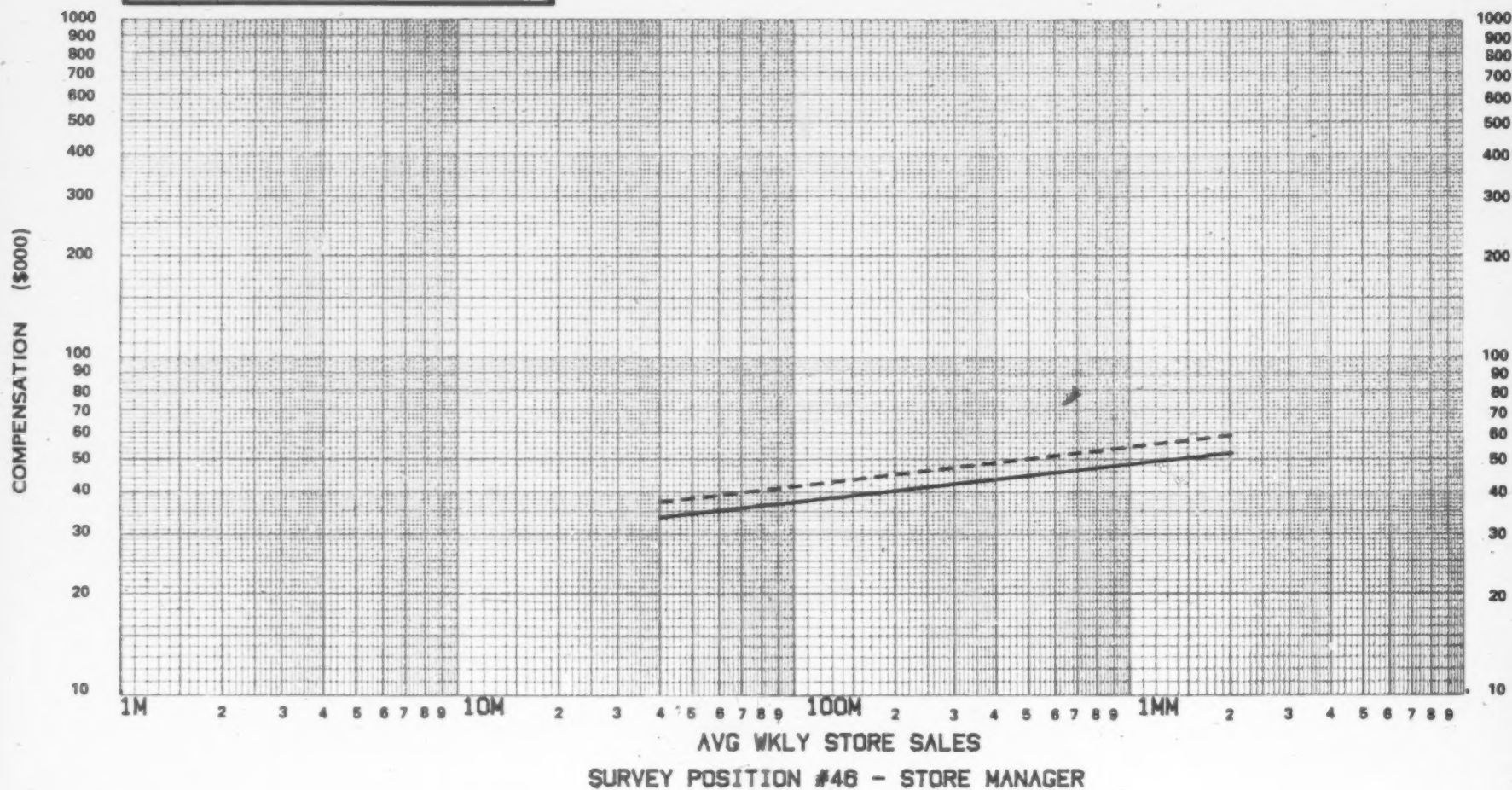


LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	0.23	1.14
Bonus Co's Total Comp	0.14	1.21
Nonbonus Co's Salary		

Food Marketing Institute

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REGION #1 - N. E.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$250.0 AND ABOVE	\$ 38.5	\$ 1.7	\$ 40.2		\$ 35.0	\$ 43.8	\$ 52.5	5.0	2.0	46.0	17.0	b	a
	36.2	1.9	38.1		33.7	37.9	42.1	5.0	2.0	45.0	10.0	225	225
	35.6	2.1	37.7		32.3	40.4	48.4	5.0	2.0	51.0	30.0	175	
	35.6	2.1	37.7		32.3	40.4	48.4	5.0	2.0	51.0	30.0	175	
	35.2	1.8	37.0		32.0	36.0	40.0	5.0	2.0	45.0	10.0	225	225
	35.1	1.7	36.8		30.0	35.0	40.0	5.0	1.0	50.0	20.0	150	
	35.0	3.0	38.0		30.8	37.6	44.4	5.0	1.0	50.0	15.0	D	D
				\$ 34.7				5.0	.3	50.0	15.0	150	A
	34.3	4.9	39.2		31.0	33.5	36.0	5.0	4.0	48.0	12.0	a	a
				33.8	26.5	32.6	38.5	5.2	1.5	45.0	44.0	B	B
	32.5	0.0	32.5		28.5	32.5	36.4	5.0	1.0	45.0			
				32.4	30.1	31.7	34.8	5.0	3.0	45.0	13.0	150	a
				32.0	30.8	33.0	36.1	5.0	3.0	45.0	13.0	150	a
				31.9	32.2	35.1	37.9	5.0	3.0	45.0	13.0	150	a
				31.3	31.6	33.4	36.7	5.0	3.0	45.0	13.0	150	a
				30.8	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
				29.7	22.3	27.8	33.4	1.0	4.0	48.0	26.0	180	A
				29.6	22.3	27.8	33.4	1.0	4.0	48.0	26.0	180	A
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
	28.0	2.3	30.3		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	26.1	2.3	28.4		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				26.0	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
	22.1	0.0	22.1					5.0		40.0			
	21.6	0.0	21.6					5.0		40.0			

NO. IN POS: 636

WT'D

\$ 480.1 AVG: \$ 36.1 \$ 2.0 \$ 38.1 \$ 30.8

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$249.9	\$ 34.4	\$ 2.0	\$ 36.4		\$ 32.3	\$ 40.4	\$ 48.4	5.0	2.0	51.0	30.0	175	
TO	33.9	0.9	34.8		32.0	36.0	40.0	5.0	2.0	45.0	10.0	225	225
\$150.0	33.8	2.4	36.2		31.0	33.5	36.0	5.0	4.0	48.0	12.0	a	a
	32.6	3.1	35.7		31.0	33.5	36.0	5.0	4.0	48.0	12.0	a	a
	32.5	0.0	32.5		28.5	32.5	36.4	5.0	1.0	45.0			
				\$ 31.8	29.1	30.6	32.5	5.0	3.0	45.0	13.0	150	a
				30.4	22.3	27.8	33.4	1.0	4.0	48.0	26.0	180	A
				29.0	29.9	31.7	34.8	5.0	3.0	45.0	13.0	150	a
				29.0	24.6	30.4	35.7	5.0	2.0	50.0	40.0	A	A
				28.3	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
				27.5				5.0	3.0	50.0	15.0	150	A
				27.3				5.0	4.0	50.0	15.0	150	A
	24.5	1.9	26.4		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	24.5	0.0	24.5		21.3	24.5	27.6	5.0	1.0	45.0			
				24.4	24.6	30.1	325.7	5.0	2.0	50.0	40.0	A	A
	20.6	0.0	20.6					5.0		40.0			

NO. IN POS: 123													
WT'D													
\$ 198.6	AVG: \$ 29.1	\$ 2.9	\$ 32.0	\$ 29.5									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
\$149.9 AND BELOW	\$ 37.1 36.7	\$ 1.7 2.1	\$ 38.8 38.8		\$ 30.3 32.3	\$ 34.1 40.4	\$ 37.9 48.4	5.0 5.0	2.0 2.0	45.0 51.0	10.0 30.0	225 175	225
				\$ 31.2	28.6	29.9	30.9	5.0	3.0	45.0	13.0	150	a
				30.9	29.9	31.7	34.8	5.0	3.0	45.0	13.0	150	a
				29.6	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
				28.8	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
				28.4	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
	28.1	8.9	37.0					5.0	3.0	45.0	17.0	F	E
	25.3	1.6	26.9		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	112
				24.9	24.6	30.1	35.7	5.0	2.0	50.0	40.0	A	A
				24.6				5.0		40.0		E	E
	24.5	0.0	24.5		21.3	24.5	27.3	5.0	1.0	45.0			
	24.4	1.7	26.1		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				23.2	22.3	27.3	32.3	5.0	2.0	50.0	40.0	A	A
				22.5	22.3	27.3	32.3	5.0	2.0	50.0	40.0	A	A
				22.4	22.3	27.3	32.3	5.0	2.0	50.0	40.0	A	A
	19.7	0.0	19.7					5.0		40.0			
	19.0	0.0	19.0					5.0		40.0			
	18.7	0.0	18.7					5.0		40.0			

NO. IN POS: 188

WT'D

\$ 104.4 AVG: \$ 23.3 \$ 1.8 \$ 25.1 \$ 25.7

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
NO SCOPE REPORTED	\$ 39.1	\$ 5.4	\$ 44.5					5.0	2.0	45.0	17.0	185
	36.7	3.1	39.8					5.0	2.0	45.0	17.0	185
	32.2	4.0	36.2		\$ 26.9	\$ 34.5	\$ 42.0	5.0	1.0	45.0	20.0	250 0
	30.0	3.0	33.0					5.0	2.0	45.0	17.0	185
	29.9	0.6	30.5		27.8		32.0	5.0	2.0	45.0	26.0	E E
	29.4	0.5	29.9		26.8		30.4	5.0	2.0	45.0	26.0	E E
	28.0	0.5	28.5		26.3		29.9	5.0	2.0	45.0	26.0	E E
	22.6	0.0	22.6		25.7		27.8	5.0	2.0	45.0	26.0	E E

NO. IN POS: 70

WT'D

AVG: \$ 30.6 \$ 2.5 \$ 33.1

NO. IN POS: 1017

POSITION

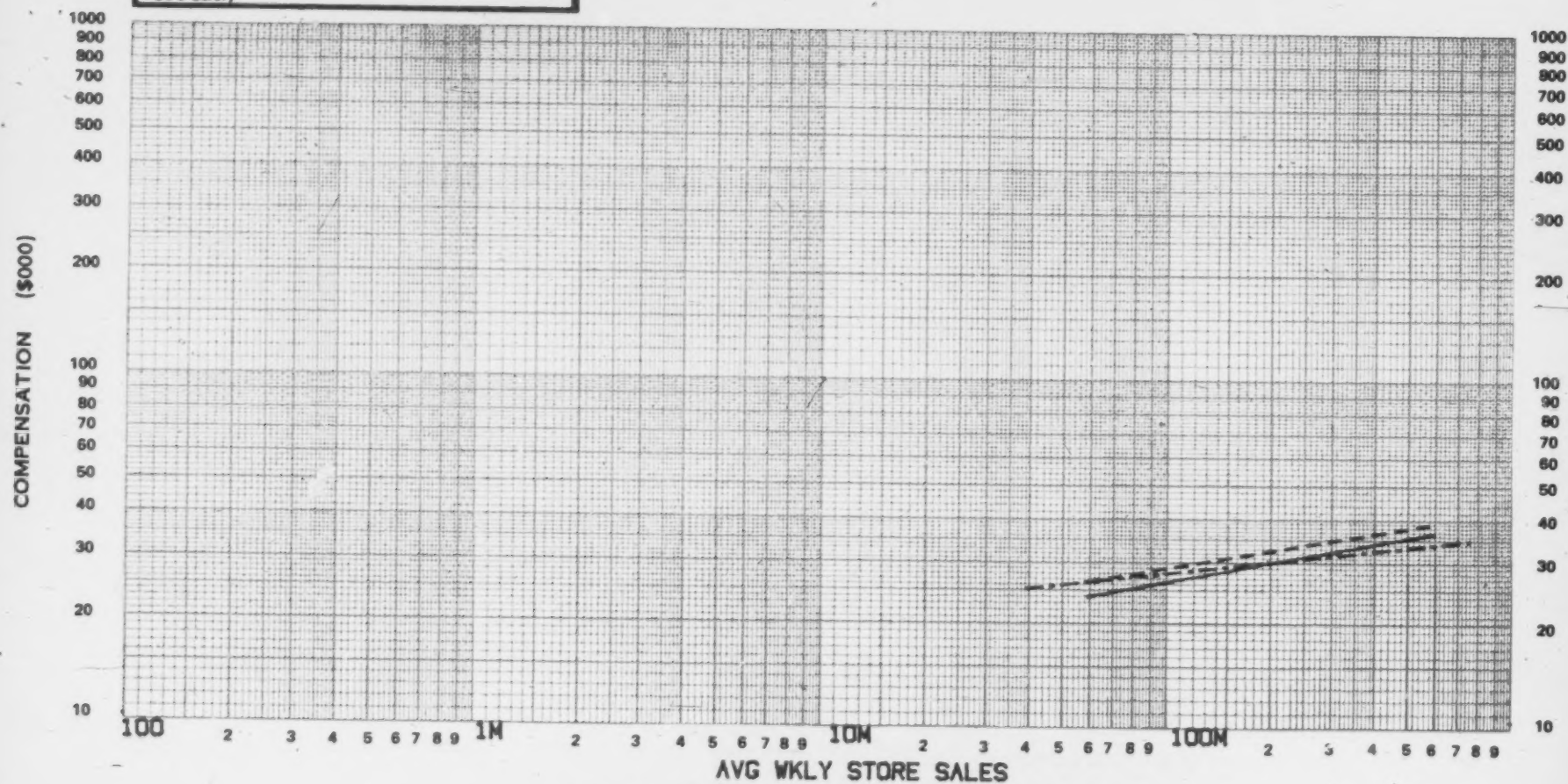
\$ 369.0 AVG: \$ 33.9 \$ 2.1 \$ 36.0 \$ 28.6



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.24	1.21
Bonus Co's Total Comp - - - - -	0.15	1.26
Nonbonus Co's Salary -	0.39	1.10

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #47 - ASSISTANT/CO-STORE
MANAGER

REGION #1 - N. E.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		WORK SCHEDULE/PAY PRACTICES						
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$50.0 AND ABOVE	\$ 37.2	\$ 2.1	\$ 39.3		\$ 32.4	\$ 36.4	\$ 40.5	5.0	2.0	45.0	10.0	225	225
				\$ 33.5									
				33.0		33.0		6.0	1.0	44.0	6.0	E	E
				32.0		32.0		6.0	1.0	44.0	6.0	E	E
				31.9	31.1	32.8	34.5	5.0		40.0	15.0	E	E
				31.6				5.5	1.0	44.0	26.0	E	E
	29.8	0.0	29.8		25.6	29.8	34.0						
				27.4				5.0		40.0		e	e
				21.7				5.0	2.0	40.0		0	E

NO. IN POS: 219													
WT'D													
\$ 61.1	AVG: \$ 30.8	\$ 0.3	\$ 31.1	\$ 32.6									

\$49.9	\$ 36.3	\$ 5.1	\$ 41.4					5.0	1.0	42.0	12.0	F	E
TO	36.3	5.1	41.4					5.0	1.0	42.0	12.0	F	E
\$30.0	35.9	1.3	37.2		\$ 30.8	\$ 34.6	\$ 38.5	5.0	2.0	45.0	10.0	225	225
	35.7	1.5	37.2		30.8	34.6	38.5	5.0	2.0	45.0	10.0	225	225
				\$ 32.4				5.2	1.0	43.0	20.0	E	E
				31.9	31.1	32.8	34.5	5.0		40.0	15.0	E	E
				31.9	31.1	32.8	34.5	5.0		40.0	15.0	E	E
	26.9	0.0	26.9		23.8	26.9	29.9						
				25.0				5.0		40.0		e	e
				22.6				5.0	2.0	40.0		0	E

NO. IN POS: 41													
WT'D													
\$ 41.3	AVG: \$ 34.3	\$ 2.0	\$ 36.3	\$ 27.7									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT

MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL. PAY PAY	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.		
\$29.9	\$ 36.3	\$ 5.1	\$ 41.4					5.0	1.0	42.0	12.0	F	E
TO	36.3	5.1	41.4					5.0	1.0	42.0	12.0	F	E
\$20.0	31.3	0.7	32.0		\$ 29.1	\$ 32.8	\$ 36.4	5.0	2.0	45.0	10.0	225	225
				\$ 31.0				5.0	1.0	42.0	20.0	E	E
	29.8	0.0	29.8		25.6	29.8	34.0						
				23.4				5.0		40.0		e	e
				23.4				5.0		40.0		e	e
				23.4				5.0	2.0	40.0			E
				22.9				5.0	2.0	40.0			E

NO. IN POS: 56													
WT'D													
\$ 24.9	AVG: \$ 33.9	\$ 3.1	\$ 37.0	\$ 23.8									

\$19.9	\$ 36.3	\$ 5.1	\$ 41.4					5.0	1.0	42.0	12.0	F	E
AND BELOW				\$ 30.6				5.0	1.0	42.0	20.0	E	E
				29.2				5.0	1.0	42.0	20.0	E	E
	26.9	0.0	26.9		\$ 23.8	\$ 26.9	\$ 29.9						
				25.8				5.0	1.0	45.0	26.0	E	E
				23.6				5.0	2.0	40.0		0	E
				22.3				5.0		40.0		e	e

NO. IN POS: 110													
WT'D													
\$ 15.3	AVG: \$ 28.1	\$ 0.6	\$ 28.7	\$ 25.7									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #1 - N. E.

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMF		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL. PAY	PAY
NO SCOPE REPORTED	\$ 35.6	\$ 6.6	\$ 42.2					5.0	1.0	44.0	15.0	200	2.5
				\$ 34.2				5.0		40.0		F	E
				33.3				5.0	1.0	45.0	10.0	F	E
				33.3				5.0	1.0	45.0	10.0	F	E
	33.3	1.7	35.0					5.0	1.0	44.0	15.0	200	2.5
	33.3	1.5	34.8					5.0	1.0	44.0	15.0	200	2.5
	33.3	1.8	35.1					5.0	1.0	44.0	15.0	200	2.5
	33.3	2.0	35.3					5.0	1.0	44.0	15.0	200	2.5
				33.0				5.0	1.0	45.0	10.0	F	E
	31.0	0.0	31.0										
				29.2				5.0	1.0	45.0	10.0	F	E
	28.5	0.5	29.0		\$ 27.8		\$ 32.0	5.0	1.0	45.0	10.0	E	E
	27.7	0.5	28.2		29.4		33.0	5.0	1.0	45.0	10.0	E	E
	26.0	0.3	26.3		26.8		29.4	5.0	1.0	45.0	10.0	E	E
	25.7	0.5	26.2		28.3		30.9	5.0	1.0	45.0	10.0	E	E

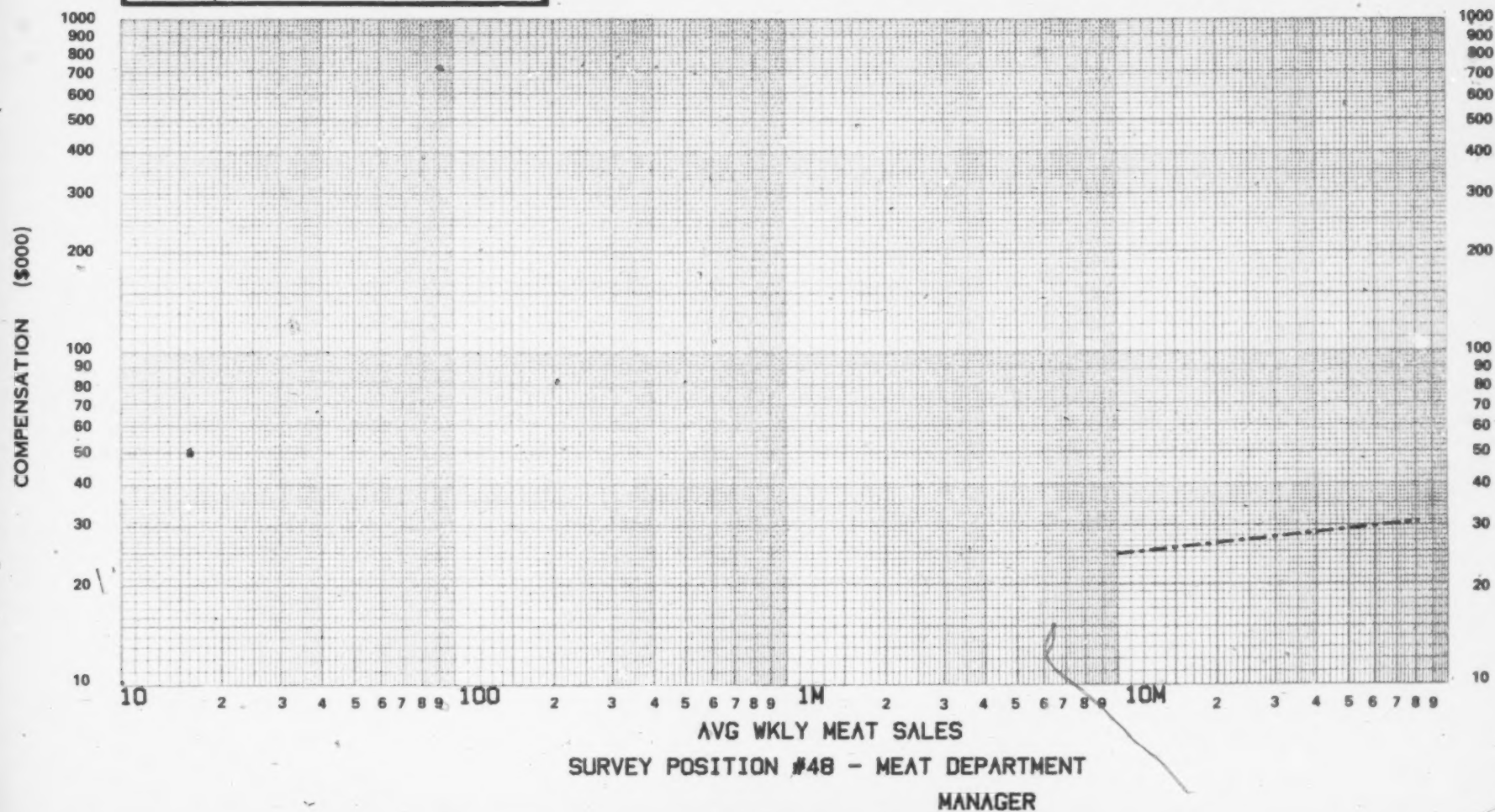
NO. IN POS: 215													
WT'D													
AVG: \$ 28.4 \$ 0.7 \$ 29.1 \$ 34.1													

NO. IN POS: 641													
POSITION													
\$ 42.6	AVG: \$ 29.9	\$ 1.0	\$ 30.9	\$ 30.5									

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	_____	
Bonus Co's Total Comp	-----	
Nonbonus Co's Salary	-----	0.18 1.16

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

REGION #1 - N. E.

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist.
May be considered to be the assistant store manager.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES		SALARY RANGE		
AVG WKLY DRUG SALES	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	
(\$THOU)									
\$50.0 AND BELOW	MANAGER				\$ 49.5				
	MANAGER				45.6				
	MANAGER				43.7				
	MANAGER				43.7				
	MANAGER				42.3				
	MANAGER				41.9	\$ 28.0	\$ 35.7	\$ 43.4	
	MANAGER				40.2				
	MANAGER				40.2				
	NO IN POSITION: 179								
\$ 15.2	WEIGHTED GROUP AVG:				\$ 42.2				

NO SCOPE REPORTED	MANAGER				\$ 38.2				

	NO IN POSITION: 181								
\$ 15.2	POSITION AVERAGE:				\$ 42.1				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

REGION #1 - N. E.

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	MANAGER				\$ 48.0			
	MANAGER				39.5			
	MANAGER				39.5			
	MANAGER				39.5			
	MANAGER				38.9			
	MANAGER				38.8	\$ 28.0	\$ 35.7	\$ 43.4
	MANAGER				38.6			
	MANAGER				37.9			
NO. IN POSITION: 180								
\$ 15.1	WEIGHTED GROUP AVG:				\$ 40.3			

NO SCOPE REPORTED	MANAGER				\$ 33.3			

NO IN POSITION: 182								
\$ 15.1	POSITION AVERAGE:				\$ 40.2			



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$650.0 AND BELOW	VICE PRESIDENT	\$ 45.0	\$ 16.0	\$ 61.0				
	GROUP EXEC.				\$ 45.0	\$ 39.8	\$ 49.8	\$ 59.8
	ASST. V.P./DIR				44.2			
	EXEC. V.P.	42.0	9.8	51.8				
	DIV. V.P./MGR.	37.8	3.0	40.8		36.9	46.1	55.4
	SENIOR V.P.				37.0			
	NO IN POSITION:	6						
\$ 275.5	WEIGHTED GROUP AVG:	\$ 41.6	\$ 9.6	\$ 51.2	\$ 42.1			
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 51.6	\$ 17.8	\$ 69.4		\$ 45.8	\$ 56.0	\$ 66.4
	MANAGER				\$ 34.6	30.2	36.4	42.6
		32.1	0.0	32.1				
	NO IN POSITION:	22						
	WEIGHTED GROUP AVG:	\$ 50.0	\$ 16.3	\$ 66.3	\$ 34.6			
	NO IN POSITION:	28						
\$ 275.5	POSITION AVERAGE:	\$ 48.3	\$ 15.0	\$ 63.3	\$ 36.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$175.0 AND BELOW	SENIOR V.P.	\$ 59.4	\$ 8.5	\$ 67.9				
	EXEC. V.P.	52.0	0.0	52.0				
	VICE PRESIDENT	48.0	0.0	48.0				
	DIV. V.P./MGR.	47.6	3.0	50.6		\$ 36.9	\$ 46.1	\$ 55.4
	VICE PRESIDENT	45.0	15.0	60.0				
	GROUP EXEC.				\$ 40.0	31.0	38.8	46.6
	VICE PRESIDENT				39.2			
	ASST. V.P./DIR				34.2			
NO IN POSITION: 14								
\$ 54.4	WEIGHTED GROUP AVG:	\$ 49.2	\$ 2.7	\$ 51.8	\$ 36.9			
NO SCOPE REPORTED	MANAGER	\$ 52.1	\$ 18.2	\$ 70.3		\$ 45.8	\$ 56.0	\$ 66.4
	MANAGER				\$ 33.7	30.2	36.4	42.6
	DIST.MANAGER	31.9	0.0	31.9				
NO IN POSITION: 26								
	WEIGHTED GROUP AVG:	\$ 49.2	\$ 15.6	\$ 64.8	\$ 33.7			
NO IN POSITION: 40								
\$ 54.4	POSITION AVERAGE:	\$ 49.2	\$ 11.4	\$ 60.6	\$ 35.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100. AND BELOW	SENIOR V.P.	\$ 59.0	\$ 8.5	\$ 67.5				
	VICE PRESIDENT	56.2	0.0	56.2				
	EXEC. V.P.	46.8	10.8	57.6				
	GROUP EXEC.				\$ 46.1	\$ 31.0	\$ 38.8	\$ 46.6
	DIV. V.P./MGR.	42.1	4.0	46.1		36.9	46.1	55.4
	VICE PRESIDENT	38.5	10.5	49.0				
	VICE PRESIDENT				33.5			
	ASST. V.P./DIR				31.9			
	NO IN POSITION:	14						
\$ 33.5	WEIGHTED GROUP AVG:	\$ 52.4	\$ 3.3	\$ 55.7	\$ 35.9			
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 46.7	\$ 14.7	\$ 61.4		\$ 40.7	\$ 49.5	\$ 58.4
	MANAGER				\$ 31.9	30.2	36.4	42.6
	DIST.MANAGER	23.0	0.4	23.4				
	NO IN POSITION:	19						
	WEIGHTED GROUP AVG:	\$ 43.1	\$ 12.5	\$ 55.6	\$ 31.9			
	NO IN POSITION:	33						
\$ 33.5	POSITION AVERAGE:	\$ 47.1	\$ 8.5	\$ 55.6	\$ 33.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER
REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SL\$ (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	BOARD OF DIR. ASST. V.P./DIR VICE PRESIDENT	\$ 51.7 33.5	\$ 5.0 35.0	\$ 56.7 68.5	\$ 36.3			
\$ 28.1	NO IN POSITION: 3 WEIGHTED GROUP AVG:	\$ 42.6	\$ 20.0	\$ 62.6	\$ 36.3			
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 50.9	\$ 23.3	\$ 74.2		\$ 51.2	\$ 63.3	\$ 75.3
\$ 28.1	NO IN POSITION: 4 POSITION AVERAGE:	\$ 45.4	\$ 21.1	\$ 66.5	\$ 36.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100. AND BELOW	SENIOR V.P.	\$ 46.3	\$ 4.7	\$ 51.0		\$ 41.0	\$ 43.5	\$ 46.3
	VICE PRESIDENT	43.0	15.0	58.0				
	SENIOR V.P.				\$ 42.0			
	ASST. V.P./DIR				33.4			
	EXEC. V.P.	32.5	3.8	36.3				
		29.7	0.0	29.7				
	NO IN POSITION:	8						
\$ 39.9	WEIGHTED GROUP AVG:	\$ 36.2	\$ 4.7	\$ 40.9	\$ 36.3			
NO SCOPE REPORTED	REG. V.P./MGR.	\$ 53.9	\$ 13.5	\$ 67.4		\$ 51.2	\$ 63.3	\$ 75.3
	GROUP EXEC.				\$ 34.6	24.8	31.0	37.2
	MANAGER				30.0	23.1	29.1	35.1
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:	\$ 53.9	\$ 13.5	\$ 67.4	\$ 32.3			
	NO IN POSITION:	11						
\$ 39.9	POSITION AVERAGE:	\$ 39.2	\$ 6.2	\$ 45.4	\$ 34.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	VICE PRESIDENT	\$ 48.3	\$ 5.0	\$ 53.3				
	VICE PRESIDENT	45.6	0.0	45.6				
	DIV. V.P./MGR.	44.3	3.0	47.3		\$ 32.4	\$ 40.5	\$ 48.6
	VICE PRESIDENT	43.5	15.0	58.5				
	BOARD OF DIR.	40.3	2.2	42.5				
	CEO/PRESIDENT	38.0	3.0	41.0				
	EXEC. V.P.	36.4	6.0	42.4				
		34.0	4.0	38.0				
	MANAGER	33.5	36.0	69.5				
	ASST. V.P./DIR				\$ 30.0			
	NO IN POSITION: 15							
\$ 19.2	WEIGHTED GROUP AVG:	\$ 42.3	\$ 5.3	\$ 47.6	\$ 30.0			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 44.0	\$ 10.4	\$ 54.4		\$ 40.7	\$ 49.5	\$ 58.4
	SENIOR V.P.				\$ 36.0			
	MANAGER	31.3	0.0	31.3	33.4	30.2	36.4	42.6
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	\$ 42.4	\$ 9.1	\$ 51.5	\$ 33.8			
	NO IN POSITION: 30							
\$ 19.2	POSITION AVERAGE:	\$ 42.3	\$ 6.7	\$ 49.0	\$ 33.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	VICE PRESIDENT	\$ 48.2	\$ 0.0	\$ 48.2				
	BOARD OF DIR.	47.3	2.8	50.1				
	GROUP EXEC.				\$ 42.1	\$ 27.9	\$ 34.8	\$ 41.8
	VICE PRESIDENT	39.5	4.4	43.9		37.8	38.8	39.5
	CEO/PRESIDENT	38.0	3.0	41.0		30.4	36.3	42.3
	EXEC. V.P.	37.0	5.9	42.9				
	MANAGER	33.0	7.0	40.0				
	ASST. V.P./DIR				31.6			
	NO IN POSITION:	8						
\$ 11.4	WEIGHTED GROUP AVG:	\$ 40.5	\$ 3.9	\$ 44.4	\$ 36.8			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 43.5	\$ 7.4	\$ 50.9		\$ 38.2	\$ 46.5	\$ 54.7
	SENIOR V.P.				\$ 41.9			
	NO IN POSITION:	5						
	WEIGHTED GROUP AVG:	\$ 43.5	\$ 7.4	\$ 50.9	\$ 41.9			
\$ 11.4	NO IN POSITION:	13						
	POSITION AVERAGE:	\$ 41.7	\$ 5.3	\$ 47.0	\$ 38.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$500.0 AND BELOW	GROUP EXEC.				\$ 41.4	\$ 31.0	\$ 38.8	\$ 46.6
	VICE PRESIDENT	\$ 41.1	\$ 3.2	\$ 44.3		29.5	41.1	44.9
	VICE PRESIDENT	38.2	10.0	48.2				
	GROUP EXEC.				36.1			
	VICE PRESIDENT				34.5			
	ASST. V.P./DIR				33.0			
	MANAGER				31.9	28.5	33.9	39.9
	MANAGER	28.6	4.3	32.9				
	DIV. V.P./MGR.	28.2	1.5	29.7		25.6	32.0	38.4
	MANAGER	23.9	5.4	29.3				
NO IN POSITION: 40								
\$ 81.8	WEIGHTED GROUP AVG:	\$ 32.0	\$ 4.8	\$ 36.8	\$ 34.7			

NO SCOPE REPORTED	VICE PRESIDENT				\$ 43.8			
	MANAGER				35.2	\$ 30.2	\$ 36.4	\$ 42.6
		\$ 30.0	\$ 0.3	\$ 30.3				
	EXEC. V.P.	23.4	1.0	24.4				
NO IN POSITION: 19								
	WEIGHTED GROUP AVG:	\$ 28.4	\$ 0.4	\$ 28.8	\$ 39.8			

NO IN POSITION: 59								
\$ 81.8	POSITION AVERAGE:	\$ 31.3	\$ 4.0	\$ 35.3	\$ 36.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW	VICE PRESIDENT				\$ 36.7			
	DIV. V.P./MGR.	\$ 36.6	\$ 1.5	\$ 38.1		\$ 23.6	\$ 29.5	\$ 35.4
	VICE PRESIDENT	34.2	0.0	34.2		29.5	35.0	39.0
	ASST. V.P./DIR				33.4			
	MANAGER	32.7	4.9	37.6				
	MANAGER	32.5	12.0	44.5				
	NO IN POSITION:	10						
\$ 50.3	WEIGHTED GROUP AVG:	\$ 33.8	\$ 3.9	\$ 37.7	\$ 34.2			

NO SCOPE REPORTED	VICE PRESIDENT MANAGER				\$ 50.6 36.0	\$ 30.2	\$ 36.4	\$ 42.6
	NO IN POSITION:	5						
	WEIGHTED GROUP AVG:				\$ 38.9			

\$ 50.3	NO IN POSITION:	15						
	POSITION AVERAGE:	\$ 33.8	\$ 3.9	\$ 37.7	\$ 36.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	DIV. V.P./MGR.	\$ 38.3	\$ 1.3	\$ 39.6		\$ 23.6	\$ 29.5	\$ 35.4
	VICE PRESIDENT	37.0	3.5	40.5		36.8	37.0	37.1
	MANAGER	29.9	4.5	34.4				
	NO IN POSITION: 6							
\$ 30.4	WEIGHTED GROUP AVG:	\$ 33.7	\$ 3.6	\$ 37.3				

NO SCOPE REPORTED	VICE PRESIDENT				\$ 42.0			
	GROUP EXEC.				35.8	\$ 27.9	\$ 34.8	\$ 41.8
	MANAGER				35.3	30.2	36.4	42.6
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:				\$ 38.4			

\$ 30.4	NO IN POSITION: 17							
	POSITION AVERAGE:	\$ 33.7	\$ 3.6	\$ 37.3	\$ 38.4			

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SURVEY POSITION 38 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	VICE PRESIDENT	\$ 40.0	\$ 11.0	\$ 51.0				
	VICE PRESIDENT	36.9	4.0	40.9		\$ 30.0	\$ 35.2	\$ 40.4
	GROUP EXEC.	29.6	1.1	30.7				
	MANAGER	28.1	4.2	32.3				
	DIV. V.P./MGR.	27.3	1.5	28.8		25.6	32.0	38.4
	VICE PRESIDENT				\$ 20.4			
	NO IN POSITION:	15						
\$ 21.2	WEIGHTED GROUP AVG:	\$ 32.7	\$ 4.6	\$ 37.3	\$ 20.4			
NO SCOPE REPORTED	ASST. V.P./DIR MANAGER				\$ 45.2 33.6	\$ 30.2	\$ 36.4	\$ 42.6
	NO IN POSITION:	11						
	WEIGHTED GROUP AVG:				\$ 37.8			
\$ 21.2	NO IN POSITION:	26						
	POSITION AVERAGE:	\$ 32.7	\$ 4.6	\$ 37.3	\$ 33.2			

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SURVEY POSITION 45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND ABOVE	REG. V.P./MGR.	\$ 65.9	\$ 40.9	\$106.8		\$ 64.8	\$ 80.7	\$ 96.6
	SENIOR V.P.	58.5	7.8	66.3		57.0	58.2	59.4
	EXEC. V.P.	42.0	18.0	60.0				
	VICE PRESIDENT	35.0	79.8	114.8				
NO IN POSITION: 19								
\$ 212.5	WEIGHTED GROUP AVG:	\$ 55.3	\$ 39.7	\$ 95.0				
\$149.9 AND BELOW	REG. V.P./MGR.	\$ 63.7	\$ 40.0	\$103.7		\$ 61.0	\$ 75.9	\$ 90.9
	REG. V.P./MGR.	56.9	36.7	93.6		57.7	71.4	85.3
	CEO/PRESIDENT	55.9	10.0	65.9				
	CEO/PRESIDENT	55.9	10.0	65.9				
	SENIOR V.P.				\$ 42.7			
	GROUP EXEC.				42.4	39.8	49.8	59.8
	DIV. V.P./MGR.	42.0	3.0	45.0		36.9	46.1	55.3
	SENIOR V.P.				41.0			
NO IN POSITION: 29								
\$ 89.3	WEIGHTED GROUP AVG:	\$ 47.9	\$ 12.5	\$ 60.4	\$ 42.0			

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SURVEY POSITION 45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	\$ 65.8	\$ 0.0	\$ 65.8				

NO IN POSITION: 54
\$ 138.1 POSITION AVERAGE: \$ 54.0 \$ 23.2 \$ 77.2 \$ 42.0

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG. WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL. PAY	PAY
\$300.0	\$ 50.0	\$ 5.0	\$ 55.0					2.0	60.0	12.0	B	D	
AND ABOVE	47.3	3.6	50.9		\$ 37.8	\$ 45.7	\$ 53.7	5.7	.3	57.0	18.3	B	A
	43.8	0.0	43.8										
	42.6	2.2	44.8					5.0	2.5	50.0	13.0	100	C
	42.3	8.1	50.4		30.0	39.0	48.0	5.3		48.8	1.2	B	B
	42.0	6.9	48.9										
	39.3	8.1	47.4					5.0	2.0	46.0	13.0	B	B
	36.4	8.6	45.0					5.5		55.0			
	36.0	7.0	43.0					5.5	1.0	60.0	12.0	B	D
NO. IN POS: 55													
WT'D													
\$ 392.6	AVG: \$ 40.8	\$ 5.9	\$ 46.7										
\$299.9	\$ 40.6	\$ 5.8	\$ 46.4										
TO	39.4	6.0	45.4		\$ 28.6	\$ 36.8	\$ 45.0	5.5		48.7	1.3	B	B
\$200.0	38.8	0.0	38.8										
	38.7	2.2	40.9					5.0	2.5	50.0	4.3	33	C
				\$ 37.1				5.0	3.0	45.0	24.0	200	200
	36.4	7.5	43.9					5.0	2.0	46.0	13.0	B	B
	29.9	0.0	29.9					5.5	1.0	50.0	12.0	B	B
NO. IN POS: 39													
WT'D													
\$ 252.2	AVG: \$ 38.8	\$ 5.2	\$ 44.0	\$ 37.1									

FOOD MARKETING INSTITUTE
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SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY MIN	RANGE MID	RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$199.9	\$ 39.8	\$ 5.4	\$ 45.2										
TO	38.6	4.4	43.0										
\$100.0	38.6	3.9	42.5		\$ 34.0	\$ 38.0	\$ 42.0	5.0		40.0			
	37.8	3.9	41.7		27.3	35.8	44.2	5.4		49.0	1.0	B	B
	35.5	7.4	42.9					5.0	2.0	46.0	13.0	B	B
				\$ 34.4				5.0	3.0	45.0	24.0	200	200
	33.8	5.2	39.0					5.5		55.0			
				32.4				5.0	3.0	45.0	24.0	200	200
	31.2	3.3	34.5					5.5		55.0			
	31.0	7.3	38.3					5.5	1.0	50.0	12.0	B	B
	29.6	3.2	32.8					5.5	1.0	50.0	12.0	B	B

NO. IN POS: 175													
WT'D													
\$ 164.8	AVG: \$ 38.0	\$ 4.1	\$ 42.1	\$ 32.9									

\$99.9	\$ 39.8	\$ 5.0	\$ 44.8										
AND BELOW	39.6	5.5	45.1										
	35.5	3.4	38.9					5.0	2.0	46.0	13.0	B	B
				\$ 30.7				5.0	3.0	45.0	24.0	200	200
	30.0	3.0	33.0					5.5		55.0			
	29.4	4.2	33.6					5.5	1.0	50.0	12.0	B	B
	29.3	2.4	31.7					5.5	1.0	50.0	12.0	B	B
	29.1	0.0	29.1					5.5	1.0	50.0	12.0	B	B
				27.7				5.0	3.0	45.0	24.0	200	200
				21.5				5.0	3.0	45.0	24.0	200	200

NO. IN POS: 46													
WT'D													
\$ 76.5	AVG: \$ 31.6	\$ 3.1	\$ 34.7	\$ 28.4									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
NO SCOPE REPORTED	\$ 49.0	\$ 0.0	\$ 49.0									
	46.6	0.0	46.6									
	46.2	0.0	46.2									
	43.7	8.0	51.7					5.5	1.0	55.0	1.0	
				\$ 40.8	\$ 41.7	\$ 45.5	\$ 50.1	5.0	2.0	40.0		
	37.4	6.0	43.4					5.5	1.0	55.0	1.0	
	36.1	4.0	40.1					5.5	1.0	55.0	1.0	
				36.0	37.9	41.7	45.5	5.0	2.0	40.0		
	34.4	5.0	39.4					5.0	2.0	50.0	17.0	195 195
	33.9	3.3	37.2					5.0	2.0	50.0	17.0	195 195
	33.6	4.9	38.5					5.0	2.0	50.0	17.0	195 195
				33.6	34.1	37.9	41.7	5.0	2.0	40.0		
	33.4	3.0	36.4					5.5	1.0	55.0	1.0	
	32.9	4.1	37.0					5.0	2.0	50.0	17.0	195 195
	32.4	4.2	36.6					5.0	2.0	50.0	17.0	195 195
				31.3	30.3	34.1	37.9	5.0	2.0	40.0		
	31.3	2.0	33.3					5.5	1.0	55.0	1.0	
	30.3	1.0	31.3									
	27.4	0.9	28.3									
	25.1	0.9	26.0									
	23.5	0.9	24.4									
	23.1	0.9	24.0									
	21.8	0.8	22.6									

NO. IN POS: 255

WT'D

AVG: \$ 38.7 \$ 2.3 \$ 41.0 \$ 34.6

NO. IN POS: 570

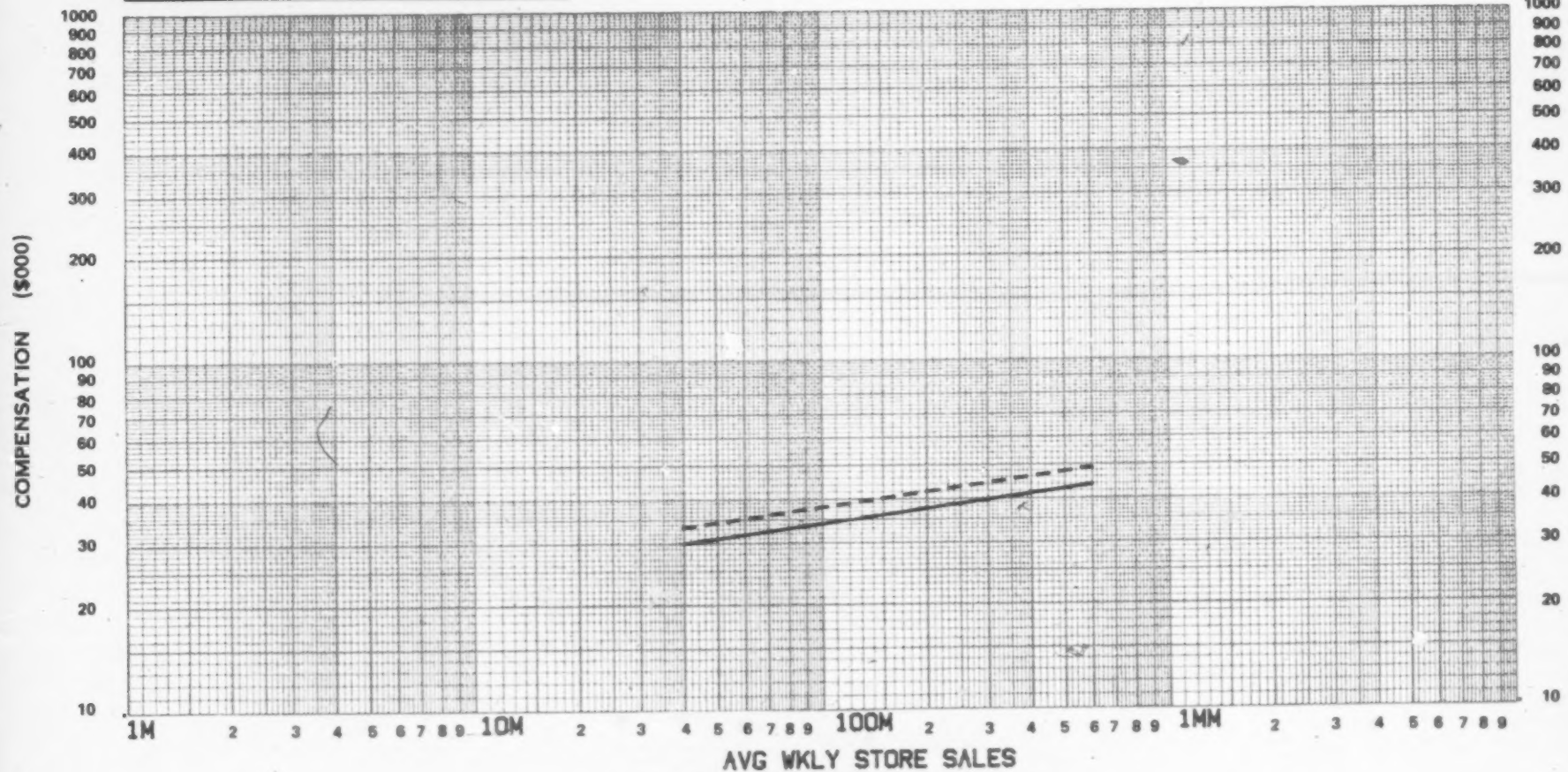
POSITION

\$ 202.5 AVG: \$ 38.5 \$ 3.5 \$ 42.0 \$ 32.5

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.49	1.11
Bonus Co's Total Comp	-----	0.43	1.13
Nonbonus Co's Salary	-.-.-.-		

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SURVEY POSITION #46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	HOL. PAY	PAY
\$250.0 AND ABOVE	\$ 39.1	\$ 9.2	\$ 48.3		\$ 34.0	\$ 41.4	\$ 49.9	5.0	3.0	47.5	12.0	160	a
	36.0	7.5	43.5		34.0	41.4	49.9	5.0	3.0	47.5	12.0	160	a
	33.3	5.1	38.4					5.0	2.0	46.0	13.0	B	B
	33.0	1.2	34.2		28.0	33.3	38.6	5.0	2.6	51.2	26.4	B	A
				\$ 31.1									
				31.1									
	30.6	1.6	32.2					5.0	2.5	50.0	13.0	100	C
	28.9	2.7	31.6		22.1	27.6	33.0	5.0		47.1	2.9	B	B
	27.5	2.0	29.5		22.1	27.6	33.0	5.0		47.9	2.1	B	B
				21.5				5.5	1.0	55.0	36.0	E	F

NO. IN POS: 224													
WT'D													
\$ 325.4	AVG: \$ 36.4	\$ 7.4	\$ 43.8	\$ 28.1									

\$249.9 TO \$150.0	\$ 35.8	\$ 5.4	\$ 41.2	\$ 38.6	\$ 29.4	\$ 31.6	\$ 33.8	5.0		40.0			
	32.2	3.5	35.7		32.7	39.4	47.4	5.0	3.0	47.5	12.0	160	a
	31.0	3.8	34.8					5.0	2.0	46.0	13.0	B	B
								5.0	2.0	46.0	13.0	B	B
				30.6									
	29.7	1.7	31.4					5.0	2.5	50.0	4.3	33	C
	27.7	1.3	29.0		20.8	26.0	31.2	4.9		49.0	1.0	B	B
				27.1				5.0	3.0	45.0	24.0	180	180
				27.1				5.0	3.0	45.0	24.0	180	180

NO. IN POS: 167													
WT'D													
\$ 183.4	AVG: \$ 34.3	\$ 4.7	\$ 39.0	\$ 36.2									

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL. PAY	SUN. HOL. PAY
\$149.9 AND BELOW	\$ 31.5	\$ 2.2	\$ 33.7					5.0	2.0	46.0	13.0	B	B
				\$ 30.9									
				30.9									
				29.2									
	26.9	5.0	31.9		\$ 31.8	\$ 37.8	\$ 45.0	5.0	3.0	47.5	12.0	160	a
				26.7				5.0	3.0	45.0	24.0	180	180
				26.6				5.0	3.0	45.0	24.0	180	180
				19.4				5.0	3.0	45.0	24.0	180	180
				14.5				5.0	3.0	45.0	24.0	180	180

NO. IN POS: 73													
WT'D													
\$ 116.7	AVG: \$ 27.2	\$ 4.8	\$ 32.0	\$ 26.3									

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SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

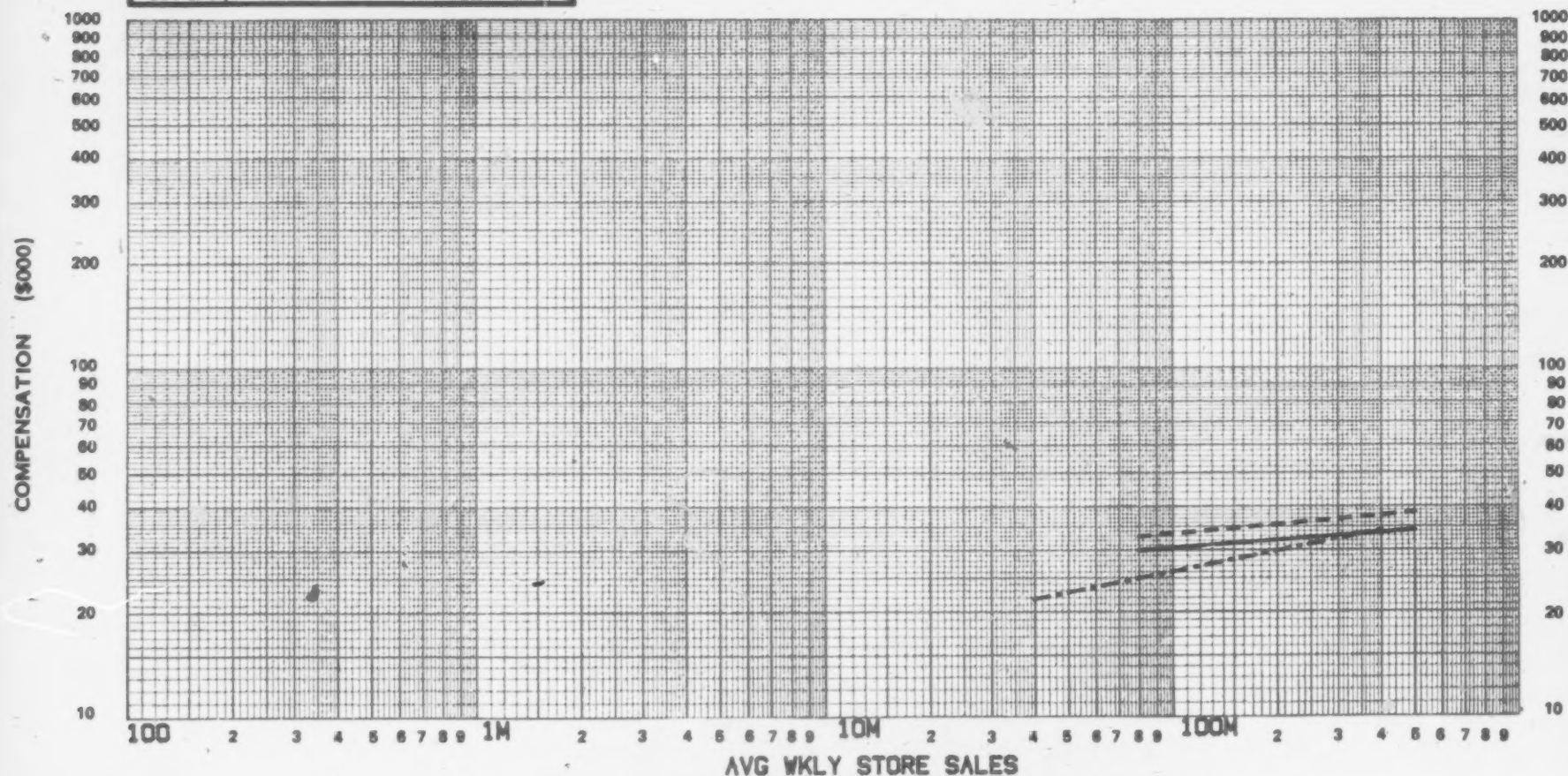
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL. PAY	PAY
NO SCOPE REPORTED	\$ 43.8	\$ 0.0	\$ 43.8										
	33.7	0.0	33.7										
	33.6	0.0	33.6										
				\$ 31.7	\$ 18.5	\$ 24.4	\$ 30.3	6.0	4.0	40.0	4.0		
	31.0	4.5	35.5					5.0	2.0	50.0	17.0	195	195
	30.7	4.1	34.8					5.0	2.0	50.0	17.0	195	195
	30.1	4.1	34.2					5.0	2.0	50.0	17.0	195	195
				30.1				5.5	1.0			E	F
	29.8	3.8	33.6					5.0	2.0	50.0	17.0	195	195
	28.9	4.3	33.2					5.0	2.0	50.0	17.0	195	195
				27.2				5.5	1.0			E	F
				27.2				2.0	45.0	24.0	75	75	
				27.0	18.5	24.4	30.3	6.0	4.0	40.0	4.0		
				27.0				2.0	45.0	24.0	75	75	
				26.7	18.5	24.4	30.3	6.0	4.0	40.0	4.0		
				26.2				2.0	45.0	24.0	75	75	
				26.1				5.5	1.0			E	F
				25.9				2.0	45.0	24.0	75	75	
				25.7				2.0	45.0	24.0	75	75	
				24.8				5.5	1.0			E	F
				23.4				2.0	45.0	24.0	75	75	
	23.1	0.9	24.0										
				22.8				5.5	1.0			E	F
	20.4	0.8	21.2										
	18.7	0.8	19.5										
	18.5	0.7	19.2										
	18.4	0.6	19.0										
				18.0	18.5	24.4	30.3	6.0	4.0	40.0	4.0		
	16.6	0.6	17.2										
NO. IN POS: 232													
WT'D													
AVG: \$	\$ 32.6	\$ 2.3	\$ 34.9	\$ 26.9									
NO. IN POS: 696													
POSITION													
\$ 241.4	AVG: \$	\$ 34.4	\$ 4.9	\$ 39.3	\$ 30.7								

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	0.10	1.12
Bonus Co's Total Comp	0.07	1.18
Nonbonus Co's Salary	0.28	1.24

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #47 - ASSISTANT/CO-STORE
MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$50.0 AND ABOVE	\$ 33.5	\$ 2.0	\$ 35.5		\$ 28.6	\$ 31.9	\$ 35.1	5.0		45.0	5.0	B	B
	32.8	0.4	33.2		25.0	29.5	33.9	5.2	.2	50.4	17.2	B	A
				\$ 31.9									
	30.2	1.3	31.5					5.0	2.0	48.0	13.0	A	C
				28.1				5.0	1.0	40.0	13.0	E	E
			21.4					5.0		41.0	6.0	E	F

NO. IN POS: 37													
WT'D													
\$ 60.4	AVG: \$ 32.4	\$ 0.9	\$ 33.3	\$ 25.9									

\$49.9				\$ 35.8	\$ 29.0	\$ 35.0	\$ 41.0	5.3		43.0		1.5	1.5
TO				31.8									
\$25.0				31.3									
	\$ 30.7	\$ 1.1	\$ 31.8		27.3	30.5	33.8	4.8		45.5	4.5	B	B
				30.2				5.0	2.5	45.0			
	29.9	1.6	31.5					5.0	2.0	48.0	13.0	A	C
	28.5	0.7	29.2					5.0	2.0	48.0	6.5	A	C
	27.7	2.1	29.8		27.3	30.5	33.8	4.3		46.3	6.7	B	B
				27.3				5.0	1.0	40.0	13.0	E	E
				26.9				5.0	1.0	40.0	13.0	E	E

NO. IN POS: 155													
WT'D													
\$ 30.3	AVG: \$ 29.4	\$ 1.2	\$ 30.6	\$ 33.8									

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1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS SALARY	COMPANIES BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY MIN	RANGE MID	MAX	WORK SCHEDULE/PAY PRACTICES				
								# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$24.9 AND BELOW				\$ 30.5 29.9 29.3				5.0	2.5	45.0		
	\$ 29.1	\$ 1.9	\$ 31.0	28.2 26.7 26.7	\$ 26.0	\$ 29.3	\$ 32.5	4.5		45.0	5.0	B B
								5.0	2.5	45.0		
								5.0	1.0	40.0	13.0	E E
								5.0	1.0	40.0	13.0	E E

NO. IN POS: 79												
WT'D												
\$ 17.4	AVG: \$ 29.1	\$ 1.9	\$ 31.0	\$ 29.1								

NO SCOPE REPORTED	\$ 41.7	\$ 0.0	\$ 41.7	\$ 30.4				5.5	1.0			E F
	29.0	0.8	29.8									
	28.0	0.0	28.0									
				27.4				5.0		40.0		
				27.4				5.0		40.0		
				27.4				5.0		40.0		
				27.4				5.0		40.0		
				27.2				5.0				E E
	26.3	1.0	27.3									
				26.1				5.5	1.0			E F
	25.4	0.9	26.3									
				25.2				5.5	1.0			E F
				23.8				5.5	1.0			E F
				22.8				5.0				E E
	21.6	0.8	22.4									
				21.2				5.0				E E
	20.7	0.8	21.5									

NO. IN POS: 197												
WT'D												
AVG: \$ 36.2	\$ 0.2	\$ 36.4	\$ 26.1									

NO. IN POS: 468												
POSITION												
\$ 30.6	AVG: \$ 35.4	\$ 0.3	\$ 35.7	\$ 30.2								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist.
May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID.	MAX
\$75.0 AND BELOW	MANAGER				\$ 43.9	\$ 34.9	\$ 42.1	\$ 49.2
	MANAGER				43.9			
	MANAGER				43.9			
	MANAGER				43.5			
	MANAGER				43.2			
	GROUP EXEC.				39.4			
	MANAGER				31.1			
	MANAGER				30.4			
	MANAGER				29.9			

	NO IN POSITION:	43						
\$ 25.5	WEIGHTED GROUP AVG:				\$ 40.3			

NO SCOPE REPORTED	DIST.MANAGER	\$ 31.4	\$ 0.0	\$ 31.4				

	NO IN POSITION:	54						
\$ 25.5	POSITION AVERAGE:	\$ 31.4	\$ 0.0	\$ 31.4	\$ 40.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES		SALARY RANGE	
AVG WKLY DRUG SALES	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
(\$THOU)								
\$75.0 AND BELOW	MANAGER				\$ 43.5			
	MANAGER				40.9			
	MANAGER				40.8			
	MANAGER				40.8			
	MANAGER				39.8			
	MANAGER				35.6			
	MANAGER				35.6			
					34.0			
	NO IN POSITION: 50							
\$ 26.7	WEIGHTED GROUP AVG:				\$ 38.6			
NO SCOPE REPORTED	MANAGER	\$ 43.0	\$ 0.0	\$ 43.0				
	MANAGER	34.2	2.0	36.2				
	VICE PRESIDENT				\$ 31.2			
	VICE PRESIDENT				30.6			
	NO IN POSITION: 100							
	WEIGHTED GROUP AVG:	\$ 41.5	\$ 0.4	\$ 41.9	\$ 30.7			
	NO IN POSITION: 150							
\$ 26.7	POSITION AVERAGE:	\$ 41.5	\$ 0.4	\$ 41.9	\$ 34.0			

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FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$350.0 AND BELOW	MANAGER	\$ 54.9	\$ 0.0	\$ 54.9				
	SENIOR V.P.				\$ 54.7			
	VICE PRESIDENT	53.3	0.0	53.3		\$ 57.4	\$ 71.7	\$ 86.0
	GROUP EXEC.	50.0	12.2	62.2				
	C.O.O.	44.0	32.0	76.0				
		40.6	2.3	42.9				
	VICE PRESIDENT	35.6	0.0	35.6		26.9	33.8	40.6
	EXEC.	33.5	0.0	33.5				
	ASST. V.P./DIR				33.2			
	EXEC. V.P.	32.5	19.5	52.0				
	MANAGER				29.3	25.7	34.2	42.8
	NO IN POSITION:	58						
\$ 119.0	WEIGHTED GROUP AVG:	\$ 43.7	\$ 4.9	\$ 48.6	\$ 30.1			
NO SCOPE REPORTED	VICE PRESIDENT				\$ 36.0			
	VICE PRESIDENT	\$ 27.7	\$ 1.3	\$ 29.0		\$ 24.0	\$ 28.8	\$ 33.7
	NO IN POSITION:	7						
	WEIGHTED GROUP AVG:	\$ 27.7	\$ 1.3	\$ 29.0	\$ 36.0			
\$ 119.0	NO IN POSITION:	65						
	POSITION AVERAGE:	\$ 39.4	\$ 3.9	\$ 43.3	\$ 30.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$75.0 AND BELOW	GROUP EXEC.	\$ 46.0	\$ 0.0	\$ 46.0				
	VICE PRESIDENT				\$ 44.6			
	ASST. V.P./DIR	44.1	0.0	44.1				
	VICE PRESIDENT	42.9	0.0	42.9		\$ 39.7	\$ 49.6	\$ 59.5
	VICE PRESIDENT	36.7	0.0	36.7		26.9	33.8	40.6
	ASST. V.P./DIR MANAGER				34.2 31.1	25.7	34.2	42.8
	NO IN POSITION: 34							
\$ 38.3	WEIGHTED GROUP AVG:	\$ 40.3	\$ 0.0	\$ 40.3	\$ 31.9			
\$ 38.3	NO IN POSITION: 34 POSITION AVERAGE:	\$ 40.3	\$ 0.0	\$ 40.3	\$ 31.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	ASST. V.P./DIR	\$ 47.0	\$ 0.0	\$ 47.0		\$ 39.7	\$ 49.6	\$ 59.5
	GROUP EXEC.	42.7	6.3	49.0				
	ASST. V.P./DIR	40.1	0.0	40.1				
	VICE PRESIDENT	33.6	0.0	33.6		26.9	33.8	40.6
	GROUP EXEC.	30.0	0.0	30.0				
	ASST. V.P./DIR MANAGER				\$ 29.1 28.9	22.4	29.8	37.3
	NO IN POSITION: 36							
\$ 17.3	WEIGHTED GROUP AVG:	\$ 39.5	\$ 2.0	\$ 41.5	\$ 28.9			
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 40.2			
\$ 17.3	NO IN POSITION: 38 POSITION AVERAGE:	\$ 39.5	\$ 2.0	\$ 41.5	\$ 29.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$250.0 AND BELOW	VICE PRESIDENT	\$ 53.3	\$ 0.0	\$ 53.3		\$ 57.4	\$ 71.7	\$ 86.0
	GROUP EXEC.	40.0	0.0	40.0				
	C.O.O.	40.0	15.2	55.2				
	ASST. V.P./DIR MANAGER				\$ 29.7 29.4	25.7	34.2	42.8
	NO IN POSITION: 15							
\$ 56.9	WEIGHTED GROUP AVG:	\$ 46.7	\$ 3.8	\$ 50.5	\$ 29.5			
NO SCOPE REPORTED	ASST. V.P./DIR	\$ 41.1	\$ 0.0	\$ 41.1				
	VICE PRESIDENT				\$ 39.3			
	ASST. V.P./DIR	33.2	2.3	35.5		\$ 22.7	\$ 33.2	\$ 48.5
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	\$ 33.9	\$ 2.1	\$ 36.0	\$ 39.3			
\$ 56.9	NO IN POSITION: 27							
	POSITION AVERAGE:	\$ 37.3	\$ 2.6	\$ 39.9	\$ 30.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$25.0 AND BELOW	VICE PRESIDENT	\$ 43.8	\$ 0.0	\$ 43.8		\$ 30.2	\$ 37.7	\$ 45.2
		42.3	2.9	45.2				
	C.O.O.				\$ 37.7			
	EXEC. V.P.	32.2	3.6	35.8				
	VICE PRESIDENT	31.2	7.2	38.4				
	GROUP EXEC.	26.3	0.0	26.3		26.9	33.8	40.6
		24.1	0.0	24.1		21.2	23.4	25.7
\$ 6.9	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	\$ 32.1	\$ 1.0	\$ 33.1	\$ 37.7			
\$ 6.9	NO IN POSITION: 16							
	POSITION AVERAGE:	\$ 32.1	\$ 1.0	\$ 33.1	\$ 37.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #3 - W. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$25.0 AND BELOW	VICE PRESIDENT C.O.O.	\$ 48.5	\$ 0.0	\$ 48.5		\$ 39.7	\$ 49.6	\$ 59.5
	GROUP EXEC. C.O.O.	40.0	0.0	40.0	\$ 40.3			
					36.0			
		33.9	3.6	37.5				
	EXEC. V.P.	29.9	26.2	56.1				
	VICE PRESIDENT	25.0	0.0	25.0		25.1	31.3	37.1

\$ 7.4	NO IN POSITION: 14 WEIGHTED GROUP AVG:	\$ 34.0	\$ 2.7	\$ 36.7	\$ 38.9			

NO SCOPE REPORTED	VICE PRESIDENT				\$ 30.0		\$ 30.0	

\$ 7.4	NO IN POSITION: 15 POSITION AVERAGE:	\$ 34.0	\$ 2.7	\$ 36.7	\$ 36.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #3 - W. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$350.0 AND BELOW		\$ 44.0	\$ 32.0	\$ 76.0				
					\$ 41.5			
	MANAGER	40.5	1.6	42.1				
	VICE PRESIDENT	39.8	0.0	39.8		\$ 34.9	\$ 43.6	\$ 52.3
	ASST. V.P./DIR	35.9	0.0	35.9		26.9	33.8	40.6
	GROUP EXEC.				34.1			
	MANAGER	31.0	0.0	31.0		28.0	30.8	33.9
					29.6	27.8	39.2	50.6
	NO IN POSITION: 56							
\$ 38.7	WEIGHTED GROUP AVG:	\$ 37.9	\$ 2.6	\$ 40.5	\$ 31.0			
NO SCOPE REPORTED	ASST. V.P./DIR VICE PRESIDENT	\$ 28.5	\$ 1.0	\$ 29.5	\$ 47.8	\$ 20.0	\$ 28.5	\$ 37.0
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	\$ 28.5	\$ 1.0	\$ 29.5	\$ 47.8			
	NO IN POSITION: 69							
\$ 38.7	POSITION AVERAGE:	\$ 34.3	\$ 2.0	\$ 36.3	\$ 32.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #3 - W. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$150.0 AND BELOW		\$ 55.6	\$ 20.0	\$ 75.6				
	VICE PRESIDENT	44.6	0.0	44.6		\$ 37.7	\$ 47.5	\$ 57.0
	VICE PRESIDENT	42.0	0.0	42.0		34.9	43.2	51.6
	ASST. V.P./DIR				\$ 35.8			
	MANAGER				34.1			
					28.3	27.8	33.3	38.9

\$ 26.0	NO IN POSITION: 21							
	WEIGHTED GROUP AVG:	\$ 46.3	\$ 4.0	\$ 50.3	\$ 30.0			

NO SCOPE REPORTED	ASST. V.P./DIR				\$ 46.0			
	ASST. V.P./DIR	\$ 26.3	\$ 1.0	\$ 27.3		\$ 19.0	\$ 26.3	\$ 33.5
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	\$ 26.3	\$ 1.0	\$ 27.3	\$ 46.0			

\$ 26.0	NO IN POSITION: 31							
	POSITION AVERAGE:	\$ 34.0	\$ 2.1	\$ 36.1	\$ 31.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #3 - W. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS				MIN	MID	MAX
\$150.0 AND BELOW		\$ 46.3	\$ 26.8	\$ 73.1		\$ 41.2			
	ASST. V.P./DIR	39.1	0.0	39.1			\$ 34.9	\$ 43.6	\$ 52.3
	VICE PRESIDENT	37.5	0.0	37.5			37.5	46.7	55.9
	ASST. V.P./DIR					33.3			
	GROUP EXEC.	29.0	0.0	29.0			28.0	30.8	33.9
	MANAGER					29.0	24.5	34.3	44.1
	NO IN POSITION: 28								
\$ 22.2	WEIGHTED GROUP AVG:	\$ 38.2	\$ 3.9	\$ 42.1		\$ 30.0			
NO SCOPE REPORTED	ASST. V.P./DIR					\$ 42.3			
	MANAGER					36.8	\$ 27.4	\$ 36.5	\$ 45.7
	MANAGER					30.4	24.7	30.4	36.0
	NO IN POSITION: 13								
	WEIGHTED GROUP AVG:					\$ 35.2			
	NO IN POSITION: 41								
\$ 22.2	POSITION AVERAGE:	\$ 38.2	\$ 3.9	\$ 42.1		\$ 32.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #3 - W. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
ANNL FROZ FOOD PURCH (\$MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
\$100.					\$ 58.3			
AND BELOW	ASST. V.P./DIR	\$ 36.4	\$ 4.0	\$ 40.4				
					34.1			
					29.5			
	NO IN POSITION: 4							
\$ 47.3	WEIGHTED GROUP AVG:	\$ 36.4	\$ 4.0	\$ 40.4	\$ 40.6			
NO SCOPE REPORTED	ASST. V.P./DIR VICE PRESIDENT				\$ 46.2			
					27.6	\$ 21.5	\$ 27.6	\$ 33.7
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:				\$ 33.8			
	NO IN POSITION: 7							
\$ 47.3	POSITION AVERAGE:	\$ 36.4	\$ 4.0	\$ 40.4	\$ 37.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #3 - W. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$75.0 AND BELOW	MANAGER	\$ 40.6	\$ 0.0	\$ 40.6		\$ 34.9	\$ 43.6	\$ 52.3
	VICE PRESIDENT	37.3	0.0	37.3		26.9	33.8	40.6
	ASST. V.P./DIR				\$ 34.6 33.7			
		28.6	9.2	37.8	24.1			
\$ 30.0	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	\$ 38.3	\$ 0.8	\$ 39.1	\$ 32.0			
NO SCOPE REPORTED	ASST. V.P./DIR				\$ 41.0			
\$ 30.0	NO IN POSITION: 17							
	POSITION AVERAGE:	\$ 38.3	\$ 0.8	\$ 39.1	\$ 33.5			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL
MANAGER
REGION #3 - W. CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1250.0 AND BELOW	C.O.O.	\$ 77.1	\$ 16.4	\$ 93.5		\$ 48.1	\$ 64.1	\$ 80.1
	C.O.O.				\$ 74.5	82.2	102.7	123.3
	C.O.O.	67.8	32.0	99.8				
	VICE PRESIDENT	46.8	0.0	46.8		76.6	95.8	115.0
\$ 338.1	NO IN POSITION: 19 WEIGHTED GROUP AVG:	\$ 72.2	\$ 16.3	\$ 88.4	\$ 74.5			
NO SCOPE REPORTED	BOARD OF DIR.				\$168.7			
\$ 338.1	NO IN POSITION: 20 POSITION AVERAGE:	\$ 72.2	\$ 16.3	\$ 88.4	\$ 98.1			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #3 - W. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES (\$MIL.)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$300.0 AND BELOW	C.O.O.				\$ 67.3			
	VICE PRESIDENT	\$ 64.5	\$ 0.0	\$ 64.5				
	DIV. V.P./MGR.	64.4	12.3	76.7		\$ 48.9	\$ 61.1	\$ 76.4
	VICE PRESIDENT	60.2	0.0	60.2		52.9	66.1	79.3
	ASST. V.P./DIR	60.0	0.0	60.0		48.8	61.8	74.7
	VICE PRESIDENT	59.4	0.0	59.4		52.9	66.1	79.3
	C.O.O.				59.0			
	C.O.O.				59.0			
	SENIOR V.P.	59.0	7.1	66.1				
	ASST. V.P./DIR	56.0	0.0	56.0		48.8	61.8	74.7
	ASST. V.P./DIR				53.1			
	SENIOR V.P.	52.0	3.0	55.0				
	DIV. V.P./MGR.				52.0	50.9	62.3	73.8
	DIST.MANAGER	50.6	16.2	66.8				
	SENIOR V.P.	49.4	3.0	52.4				
	DIV. V.P./MGR.				48.5	50.9	67.8	84.8
		44.0	2.9	46.9				
	GROUP EXEC.	42.0	0.0	42.0				
	BOARD OF DIR.	39.0	0.0	39.0		37.0	40.8	44.8
	NO IN POSITION:	56						
\$ 137.0	WEIGHTED GROUP AVG:	\$ 57.1	\$ 6.3	\$ 63.4	\$ 54.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #3 - W. CENTRAL

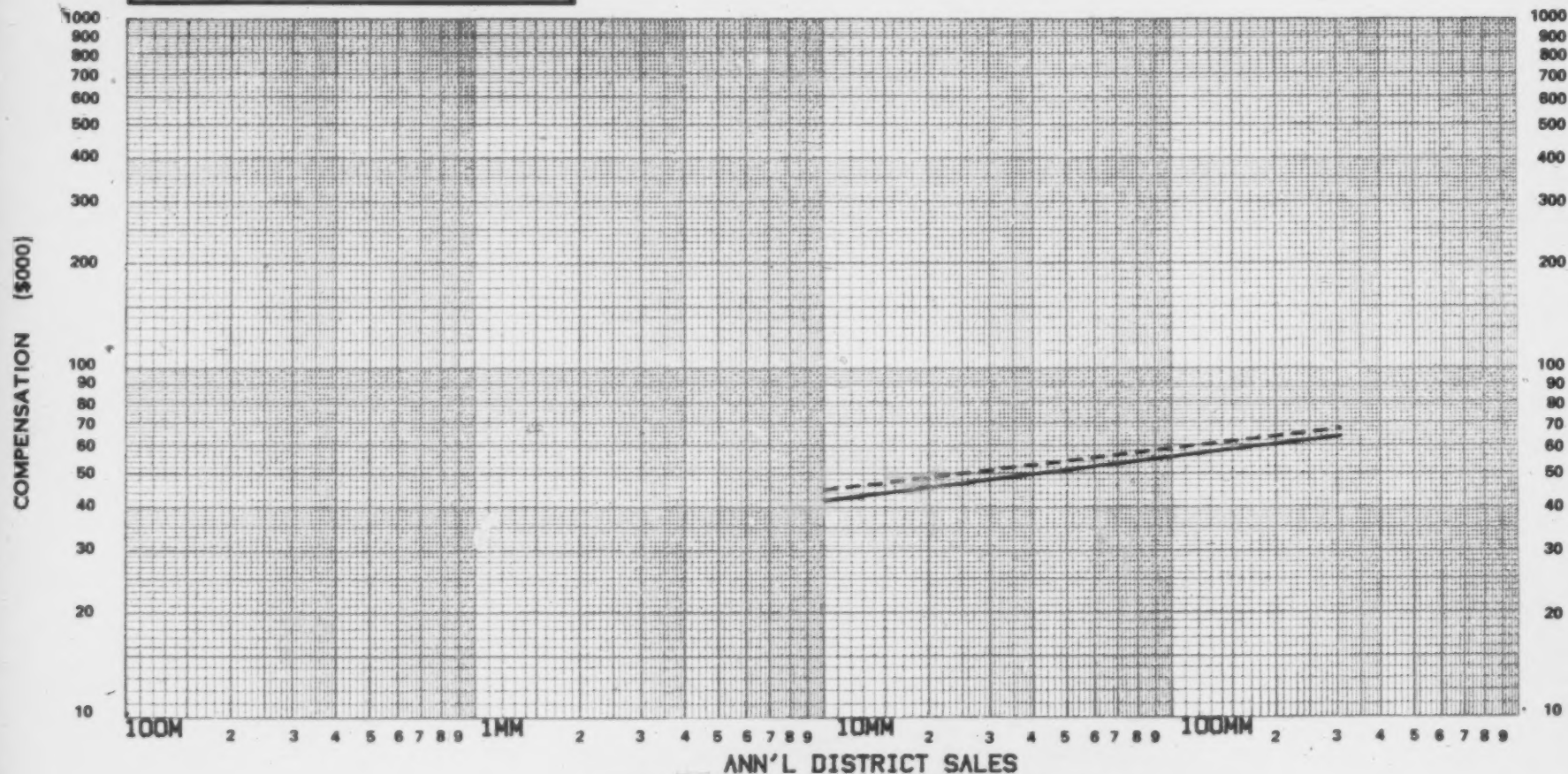
SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT				\$ 58.2			

NO IN POSITION: 62
 \$ 137.0 POSITION AVERAGE: \$ 57.1 \$ 6.3 \$ 63.4 \$ 55.7

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.44	1.14
Bonus Co's Total Comp - - - - -	0.29	1.18
Nonbonus Co's Salary -		

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1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #3 - W. CENTRAL

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$200.0 AND ABOVE	\$ 51.1	\$ 0.0	\$ 51.1					5.0		50.0		
	46.5	31.3	77.8					6.0		48.0		0
	46.3	22.1	68.4					6.0		48.0		0
	46.1	0.0	46.1		\$ 42.3	\$ 52.9	\$ 63.5	5.5	2.0	60.0	14.0	b a
	43.7	5.5	49.2					5.5	3.0	50.0	4.0	100 130
	42.2	0.0	42.2									
	40.2	0.0	40.2		34.2	42.7	51.2	5.5	2.0	60.0	14.0	b a
	39.8	1.5	41.3			39.8		5.5		50.0	.5	B B
	39.8	1.5	41.3			39.8		5.5		50.0	.5	B B
	39.6	0.0	39.6									
				\$ 36.0	33.0	36.5	40.0	5.5	2.0	46.0	12.0	B A
	32.8	17.2	50.0							48.0	4.0	B B
	28.6	1.4	30.0					5.0		50.0	13.0	B B

NO. IN POS: 286												
WT'D												
\$ 321.7	AVG: \$ 45.3	\$ 11.6	\$ 56.9	\$ 36.0								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	HOL. PAY	PAY
\$199.9	\$ 48.2	\$ 0.0	\$ 48.2					5.0		50.0			
TO				\$ 47.2				5.0	1.0	60.0	50.0	B	B
\$100.0	45.4	14.1	59.5					6.0		48.0		0	
	43.8	8.0	51.8					6.0		48.0		0	
	42.3	5.2	47.5					5.5	3.0	50.0	4.0	100	130
	40.4	2.8	43.2					5.5	3.0	50.0	4.0	100	130
	39.2	0.0	39.2										
	39.1	1.5	40.6		\$ 36.7	\$ 38.4	\$ 39.8	5.5		50.0	.5	B	B
	38.3	0.0	38.3		30.9	38.6	46.3	5.5	2.0	60.0	14.0	b	a
	38.1	1.5	39.6		36.7	37.8	38.7	5.5		50.0	.5	B	B
	38.0	3.9	41.9		36.0	39.0	42.0	5.0		40.0			
	37.8	7.0	44.8					4.5		45.0			
	34.3	0.0	34.3		30.2	37.7	45.2	5.5	2.0	60.0	14.0	b	a
				33.5	29.0	34.5	40.0	5.5	2.0	46.0	12.0	B	A
				31.4	28.5	32.0	35.5	5.5	2.0	46.0	12.0	B	A
	30.4	18.4	48.8		30.4	31.5	32.5	6.0		48.0	26.0	B	100
				30.1	26.5	29.5	32.5	5.5	2.0	46.0	12.0	B	A
	29.3	5.9	35.2		28.6	29.5	30.4	6.0		48.0	26.0	B	100
	28.0	3.0	31.0					5.0	3.0	50.0	6.0	B	D
	26.0	3.0	29.0					5.0	3.0	50.0		B	D

NO. IN POS: 334

WT'D

\$ 152.3 AVG: \$ 38.8 \$ 4.6 \$ 43.4 \$ 37.8

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. HOL. PAY PAY
\$99.9 AND BELOW	\$ 48.7	\$ 4.6	\$ 53.3					6.0		48.0		0
	43.1	3.6	46.7					6.0		48.0		0
	40.0	1.1	41.1					5.5	3.0	50.0	4.0	100 130
	36.0	1.2	37.2					5.5	3.0	50.0	4.0	100 130
	35.5	0.4	35.9					5.5	3.0	50.0	4.0	100 130
	34.2	1.5	35.7		\$ 33.5	\$ 35.1	\$ 36.7	5.5		50.0	.5	B B
	33.3	5.7	39.0					5.0		45.0	26.0	B B
				\$ 32.8	25.0	30.4	35.7	5.5	2.0	46.0	12.0	B A
	30.4	3.0	33.4					6.0		48.0	26.0	B 100
				29.5	26.0	29.3	32.5	5.5	2.0	46.0	12.0	B A
	28.6	3.4	32.0		28.1	28.6	29.1	5.0		45.0	26.0	B B
	26.7	1.3	28.0		23.9	26.7	29.1	5.0		45.0	26.0	B B
				26.5	19.0	25.3	31.7	5.5	2.0	46.0	12.0	B A
	26.0	4.0	30.0					6.0	3.0	55.0	12.0	B D
	25.1	9.8	34.9		23.4	24.7	26.0	6.0		48.0	26.0	B 100
	25.0	4.0	29.0					5.0	3.0	50.0		B D
	25.0	2.0	27.0					5.0	3.0	50.0	6.0	B D
	20.8	2.1	22.9		17.1	24.7	31.2	5.5		55.5		
	17.0	4.0	21.0					6.0	3.0	55.0	12.0	B D

NO. IN POS: 239												
WT'D												
\$ 29.6	AVG: \$ 23.5	\$ 2.3	\$ 25.8	\$ 29.4								

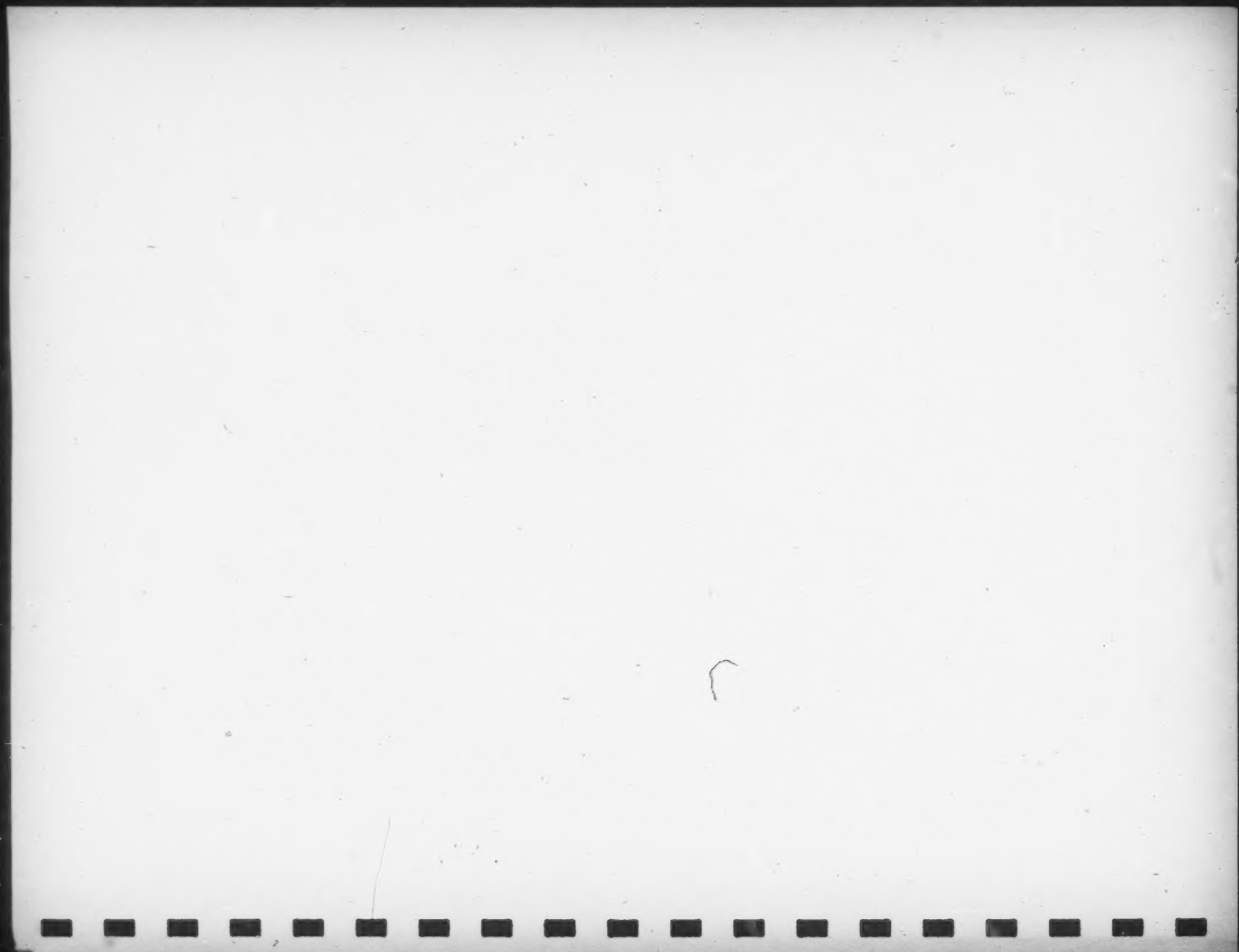
FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	\$ 52.1	\$ 28.9	\$ 81.0	\$ 44.5				5.5	1.0	55.0	4.0	B	B
	41.1	15.9	57.0					5.5	1.0	55.0	4.0	B	B
	39.0	28.1	67.1					5.5	2.0	60.0	52.0	B	B
	39.0	41.0	80.0					5.5	2.0	60.0	52.0	B	B
	33.7	5.3	39.0		\$ 25.0	\$ 33.7	\$ 45.0	5.0	1.0	45.0	24.0	A	A
	33.2	3.8	37.0		32.4	33.2	34.7	5.0	1.0	45.0	1.0	A	A
	23.4	3.6	27.0		20.7	23.4	28.1	5.0	1.0	40.0		A	A

NO. IN POS: 126													
WT'D													
AVG: \$ 38.2 \$ 19.4 \$ 57.6 \$ 44.5													

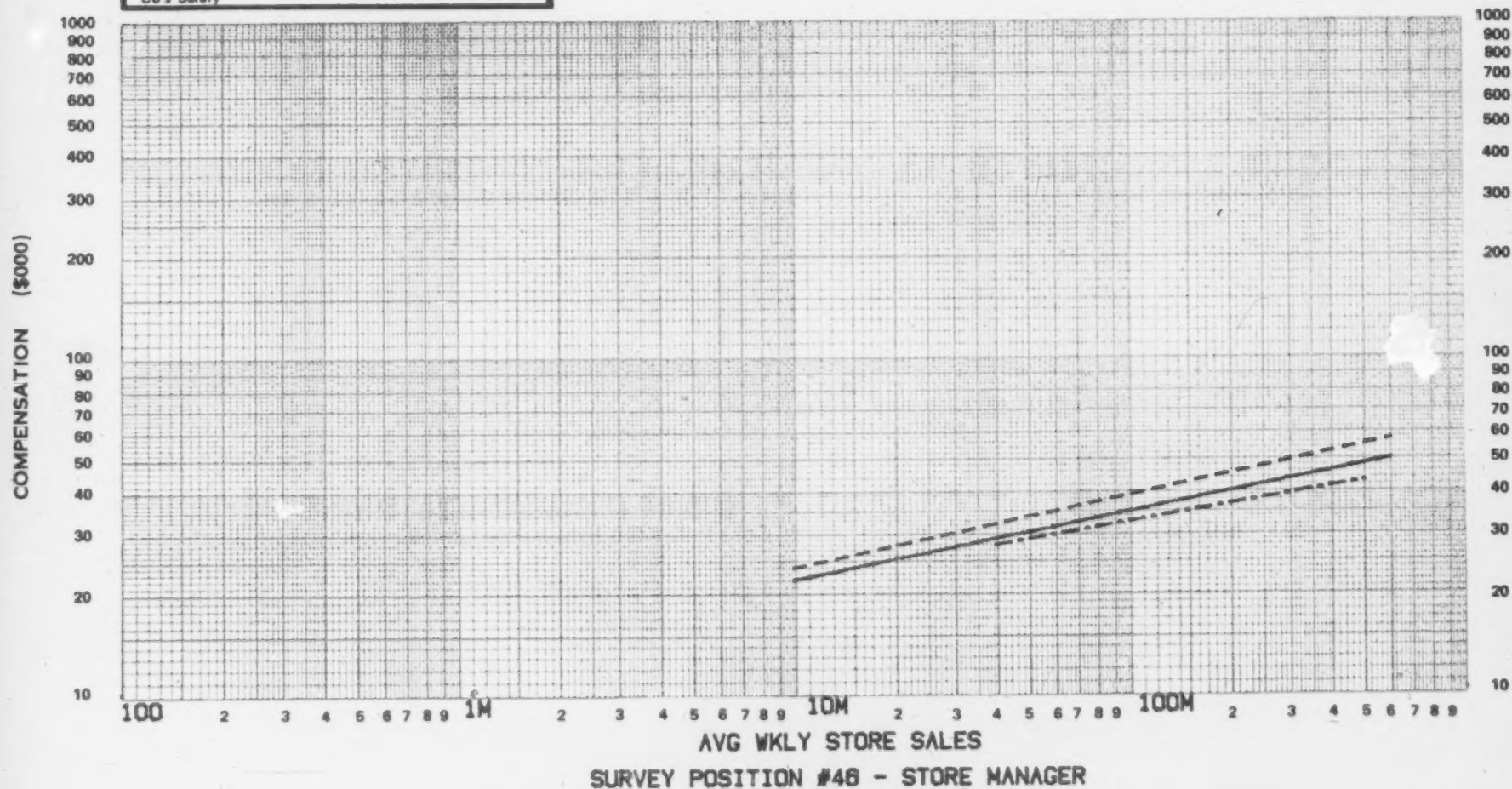
NO. IN POS: 985													
POSITION													
\$ 174.5 AVG: \$ 37.2 \$ 7.5 \$ 44.7 \$ 38.4													



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.42	1.21
Bonus Co's Total Comp - - - - -	0.42	1.22
Nonbonus Co's Salary -	0.45	1.15

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



REGION #3 - W. CENTRAL

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER
REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$200.0 AND ABOVE	\$ 31.2	\$ 1.0	\$ 32.2					5.5	4.0	50.0	26.0	A 100
	29.8	0.0	29.8		\$ 28.0	\$ 35.0	\$ 42.0	5.5	2.0	58.0	12.0	
	29.5	0.0	29.5		28.0	35.0	42.0	5.5	2.0	58.0	12.0	
	29.1	0.0	29.1					5.5	2.0	58.0	12.0	
	28.9	0.0	28.9					5.5	2.0	58.0	12.0	
	26.9	0.0	26.9		24.6	30.8	37.0	5.5	2.0	58.0	12.0	
	26.2	0.0	26.2		24.6	30.8	37.0	5.5	2.0	58.0	12.0	
	21.6	1.0	22.6					5.0		48.0	12.0	
	21.6	1.0	22.6					5.0		48.0	12.0	
					\$ 21.0		21.0		5.0	1.0	40.0	.3
				21.0		21.0		5.0	1.0	40.0	.3	E E

NO. IN POS: 127												
WT'D												
\$ 373.9	AVG: \$ 29.2	\$ 0.0	\$ 29.2	\$ 21.0								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER
REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.	
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
\$199.9 TO \$100.0				\$ 34.8 31.7	\$ 31.2 28.0	\$ 31.5 35.0	\$ 31.7 42.0	5.0 5.5	1.0 2.0	48.0 58.0	24.0 12.0	B	B
	\$ 30.6	\$ 0.0	\$ 30.6					5.5	2.0	58.0	12.0		
	28.5	0.0	28.5					5.5	2.0	58.0	12.0		
	27.9	0.7	28.6					5.5	4.0	50.0	26.0	A	100
	27.7	0.0	27.7		28.0	35.0	42.0	5.5	2.0	58.0	12.0		
	27.3	0.8	28.1					5.5	4.0	50.0	26.0	A	100
	26.6	0.0	26.6		24.6	30.8	37.0	5.5	2.0	58.0	12.0		
	26.6	4.4	31.0		26.0	26.7	27.3	6.0		48.0	26.0	B	70
	25.8	0.0	25.8					5.5	2.0	58.0	12.0		
	23.9	1.1	25.0		18.2	22.1	26.0	6.0		48.0	26.0	B	70
				23.7	21.0	24.3	27.7	5.5	2.0	46.0	17.0	B	A
				23.4	20.5	24.4	28.3	5.5	2.0	46.0	17.0	B	A
				22.5	18.0	21.9	25.8	5.5	2.0	46.0	17.0	B	A
				21.0		21.0		5.0	1.0	40.0	.3	E	E
				21.0		21.0		5.0	1.0	40.0	.3	E	E
NO. IN POS: 176 WT'D													
\$ 161.8	AVG: \$ 27.0	\$ 0.4	\$ 27.4	\$ 26.8									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER
REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$99.9 AND BELOW	\$ 32.2	\$ 0.3	\$ 32.5					5.5	4.0	50.0	26.0	A 100
	28.3	0.7	29.0					4.5	2.0	37.0	36.0	
	28.0	0.1	28.1					5.5	4.0	50.0	26.0	A 100
	24.9	0.0	24.9		\$ 23.4	\$ 25.0	\$ 26.5	6.0		48.0	26.0	B 70
	23.4	0.1	23.5					5.5	4.0	50.0	26.0	A 100
	22.1	2.0	24.1					6.0		48.0	26.0	B 70
				\$ 21.0		21.0		5.0	1.0	40.0	.3	E E
				20.9	18.5	21.0	23.5	5.0	2.0	41.0	17.0	E E
	19.8	1.0	20.8					5.5		50.0	26.0	
				19.5	19.5	21.2	23.0	5.0	2.0	41.0	17.0	E E
				18.6	16.7	18.7	20.6	5.0	2.0	41.0	17.0	E E
	17.7	1.0	18.7					5.5		50.0	26.0	
	15.7	1.0	16.7					5.5		50.0	26.0	
				15.6	13.5	16.6	19.5	5.5	5.0	48.0	26.0	

NO. IN POS: 330												
WT'D												
\$ 45.5	AVG: \$ 27.9	\$ 0.6	\$ 28.5	\$ 17.5								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #3 - W. CENTRAL

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
NO SCOPE REPORTED	\$ 36.3	\$ 7.1	\$ 43.4					5.5	3.0	60.0	50.0	B	B
	36.3	12.0	48.3					5.5	3.0	60.0	50.0	B	B
	35.1	0.0	35.1					6.0	1.0	55.0	1.0	E	F
	33.0	0.0	33.0										
				\$ 32.4									
	32.3	0.0	32.3										
	31.6	0.0	31.6										
	31.2	6.6	37.8					5.5	2.0	60.0	52.0	B	
				26.6	\$ 24.3	\$ 26.6	\$ 28.4	5.0	1.0	45.0	12.0	A	A
	26.0	3.4	29.4					5.5	2.0	60.0	52.0	B	
	22.9	1.5	24.4		16.9	22.9	28.7	5.0	1.0	45.0	24.0	A	A
				17.4	15.8	17.4	22.0	5.0	2.0	45.0	18.0	A	A

NO. IN POS: 196

WT'D

AVG: \$ 32.1 \$ 2.6 \$ 34.7 \$ 28.0

NO. IN POS: 829

POSITION

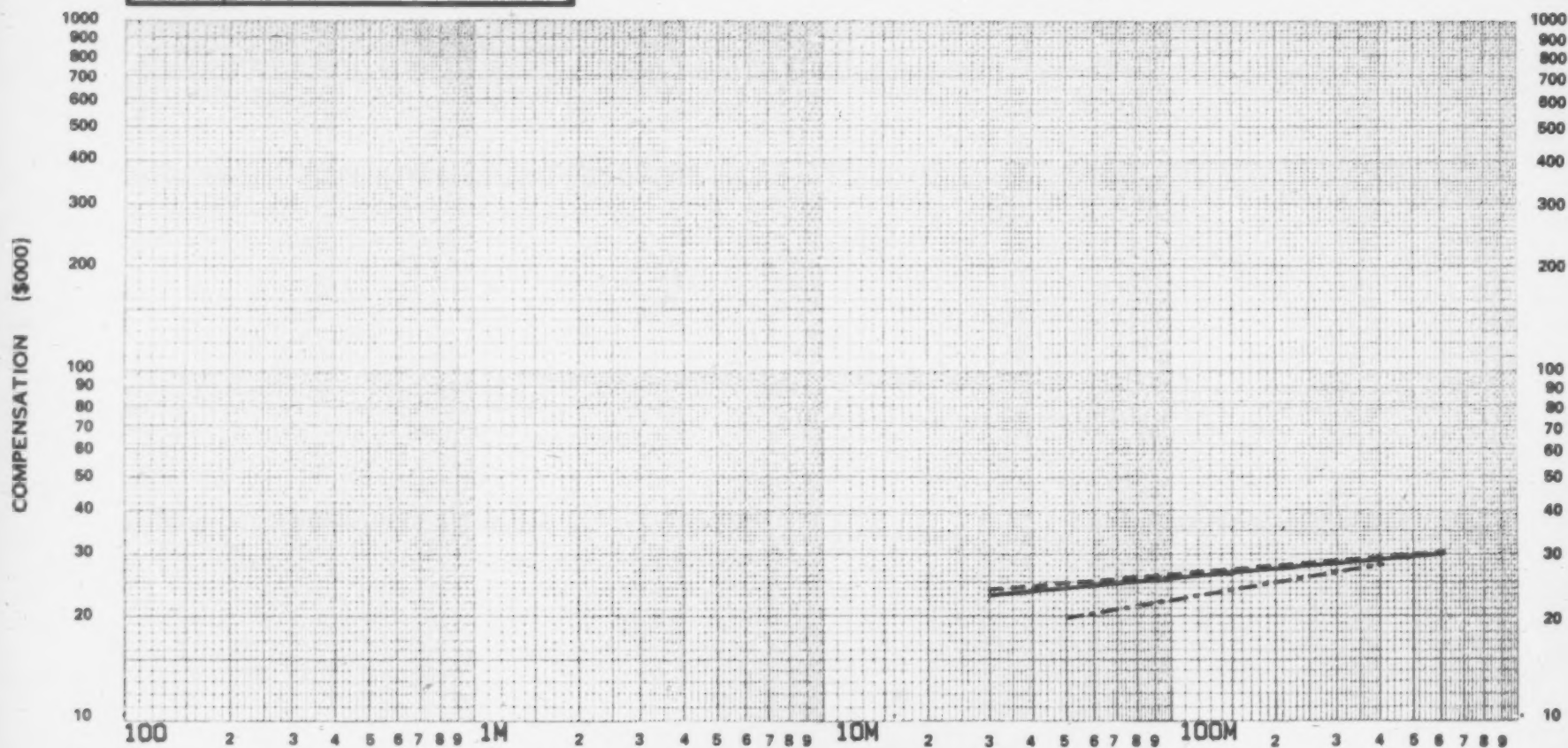
\$ 143.7 AVG: \$ 29.1 \$ 1.0 \$ 30.1 \$ 23.8



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary	0.16	1.18
Bonus Co's Total Comp	0.16	1.18
Nonbonus Co's Salary	0.41	1.18

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #47 - ASSISTANT/CO-STORE
MANAGER

REGION #3 - W. CENTRAL

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #3 - W. CENTRAL

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS			MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$25.0 AND ABOVE	\$ 35.6	\$ 1.3	\$ 36.9	\$ 38.8				6.0	1.0	48.0	1.0	E F
	33.1	3.0	36.1					5.5		50.0	10.0	50 E
								5.5		50.0	10.0	50 E
				31.8	\$ 31.0	\$ 32.0	\$ 33.0	5.0		45.0		B A
				29.3	25.1	30.5	36.0	5.0		45.0		B A
				28.5		28.5		5.0		40.0		E E
				28.5		28.5		5.0		40.0		E E
				28.3				5.0		40.0	24.0	E E
	28.0	7.0	35.0		28.0	31.5	35.0	5.0		40.0	13.0	B B
	28.0	13.9	41.9		28.0	34.9	41.9	5.0		40.0	13.0	B B
	27.3	1.0	28.3					5.0		48.0	12.0	
				27.2	25.0	27.5	30.1	5.0		45.0		B A
	24.7	1.0	25.7					5.0		46.0	12.0	
	20.8	2.0	22.8					5.0		50.0		B D
	16.4	0.0	16.4					5.0	1.0	40.0	12.0	b a
	14.8	0.0	14.8					5.0	1.0	40.0	12.0	b a
	14.4	0.0	14.4					5.0	1.0	40.0	12.0	b a
	14.4	0.0	14.4					5.0	1.0	40.0	12.0	b a

NO. IN POS: 227												
WT'D												
\$ 43.9	AVG: \$ 16.8	\$ 0.3	\$ 17.1	\$ 32.2								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #3 - W. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY	RANGE		WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES (\$THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	HOL. PAY	PAY
\$24.9				\$ 35.0	\$ 29.0	\$ 35.0	\$ 41.0	5.3		43.0		1.5	1.5
AND BELOW	\$ 33.0	\$ 1.2	\$ 34.2					5.5		50.0	10.0	50	E
	31.9	2.4	34.3					5.0		40.0			
	30.0	1.0	31.0					5.5		50.0	10.0	50	E
				28.5		28.5		5.0		40.0		E	E
				26.8	25.0	26.2	27.4	5.0		45.0		E	EE
	26.5	1.7	28.2		25.0	26.6	28.2	5.0		40.0	13.0	B	B
	25.0	0.0	25.0					5.0		40.0	13.0	B	B
				24.6	18.7	24.2	29.8	5.0		45.0		E	E
	23.1	1.0	24.1					5.0		44.0	13.0		
	22.5	1.0	23.5					5.0		45.0	13.0		
	20.8	1.8	22.6					5.0		50.0		B	D
	16.7	0.6	17.3					5.0		50.0		B	D
	12.8	0.0	12.8					5.0	1.0	40.0	12.0	b	a
	11.4	0.0	11.4					5.0	1.0	40.0	12.0	b	a

NO. IN POS: 240													
WT'D													
\$ 19.6	AVG: \$ 26.7	\$ 1.5	\$ 28.2	\$ 27.7									

NO SCOPE	\$ 36.0	\$ 8.0	\$ 44.0					5.5	1.0	55.0	2.0	B	B
REPORTED	36.0	11.0	47.0					5.5	1.0	55.0	2.0	B	B
				\$ 31.8		\$ 31.8				40.0		A	A
	30.0	0.0	30.0										
				29.2									
	27.3	17.7	45.0					5.5		55.0	52.0	B	
	27.3	35.7	63.0					5.5		55.0	52.0	B	
	26.8	0.6	27.4		21.8	26.8	34.5	5.0		40.0		A	A
				20.7	16.0	20.7	23.9	5.0		40.0		A	A

NO. IN POS: 172													
WT'D													
	AVG: \$ 30.7	\$ 6.0	\$ 36.7	\$ 27.8									

NO. IN POS: 639													
POSITION													
\$ 31.4	AVG: \$ 24.5	\$ 2.3	\$ 26.8	\$ 29.5									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - PHARMACY MANAGER

REGION #3 - W. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$30.0 AND BELOW	MANAGER	\$ 48.2	\$ 3.2	\$ 51.4		\$ 47.0	\$ 49.2	\$ 51.4
	MANAGER				\$ 46.1			
	MANAGER	39.7	0.0	39.7		31.5	39.4	47.3
	MANAGER				39.0			
	ASST. V.P./DIR	38.5	0.0	38.5				
	MANAGER				38.0			
	MANAGER	37.9	0.0	37.9		31.5	39.4	47.3
	MANAGER	37.5	0.0	37.5		31.5	39.4	47.3
		34.5	0.0	34.5		25.0	31.3	37.5
		34.5	0.0	34.5		25.0	31.3	37.5
	MANAGER				33.6	32.0	33.5	35.0
	NO IN POSITION: 183							
\$ 10.9	WEIGHTED GROUP AVG:	\$ 37.5	\$ 0.2	\$ 37.7	\$ 39.0			
NO SCOPE REPORTED	MANAGER				\$ 40.1			
					36.6			
	NO IN POSITION: 53							
	WEIGHTED GROUP AVG:				\$ 38.1			
	NO IN POSITION: 236							
\$ 10.9	POSITION AVERAGE:	\$ 37.5	\$ 0.2	\$ 37.7	\$ 38.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

REGION #3 - W. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$30.0 AND BELOW	MANAGER				\$ 38.8			
	MANAGER				37.6			
	MANAGER				35.2	\$ 27.4	\$ 34.2	\$ 41.0
	MANAGER				34.5	27.4	34.2	41.0
	MANAGER				34.2	27.4	34.2	41.0
					32.5	23.3	29.0	34.7
	MANAGER	\$ 32.5	\$ 0.0	\$ 32.5	28.9	23.3	29.0	34.7
						24.6	28.6	32.7

\$ 12.2	NO IN POSITION: 160							
	WEIGHTED GROUP AVG:	\$ 32.5	\$ 0.0	\$ 32.5	\$ 34.3			

NO SCOPE REPORTED	MANAGER				\$ 38.5			
					33.8			
	NO IN POSITION: 99							
	WEIGHTED GROUP AVG:				\$ 35.9			

\$ 12.2	NO IN POSITION: 259							
	POSITION AVERAGE:	\$ 32.5	\$ 0.0	\$ 32.5	\$ 34.9			



FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - S. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$750.0 AND BELOW	VICE PRESIDENT	\$ 53.8	\$ 10.2	\$ 64.0		\$ 44.6	\$ 53.5	\$ 64.2
	VICE PRESIDENT	45.5	0.0	45.5		39.2	49.1	58.9
	GROUP EXEC.	41.6	0.0	41.6				
	DIST.MANAGER	39.6	10.3	49.9		33.0	39.0	45.0
	MANAGER	30.2	7.6	37.8	\$ 32.9	22.8	27.5	33.0
						21.0	31.8	42.5
	NO IN POSITION: 110							
\$ 55.7	WEIGHTED GROUP AVG:	\$ 32.6	\$ 8.1	\$ 40.7	\$ 32.9			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.0	\$ 1.0	\$ 56.0		\$ 35.9	\$ 43.0	\$ 50.2
	NO IN POSITION: 116							
\$ 55.7	POSITION AVERAGE:	\$ 33.9	\$ 7.6	\$ 41.5	\$ 32.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - S. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$300.0 AND BELOW	VICE PRESIDENT	\$ 50.5	\$ 8.2	\$ 58.7		\$ 42.4	\$ 50.9	\$ 61.1
	VICE PRESIDENT	46.0	0.0	46.0		39.2	49.1	58.9
	MANAGER	30.8	7.7	38.5		20.8	29.4	38.0
	GROUP EXEC.	29.5	0.0	29.5				
	DIST.MANAGER				\$ 28.9	20.1	24.2	29.0

	NO IN POSITION: 38							
\$ 27.8	WEIGHTED GROUP AVG:	\$ 31.7	\$ 6.8	\$ 38.5	\$ 28.9			

NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.0	\$ 1.2	\$ 56.2		\$ 35.9	\$ 43.0	\$ 50.2

	NO IN POSITION: 44							
\$ 27.8	POSITION AVERAGE:	\$ 35.0	\$ 6.0	\$ 41.0	\$ 28.9			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - S. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$100. AND BELOW	DIST.MANAGER	\$ 51.5	\$ 7.1	\$ 58.6				
	VICE PRESIDENT	51.5	10.4	61.9		\$ 42.4	\$ 50.9	\$ 61.1
	ASST. V.P./DIR	42.0	0.0	42.0		39.2	49.1	58.9
	MANAGER	26.8	6.7	33.5		16.5	24.8	33.0
	DIST.MANAGER				\$ 25.7	20.1	24.2	29.0
	GROUP EXEC.	24.1	0.0	24.1				
NO IN POSITION: 60								
\$ 12.5	WEIGHTED GROUP AVG:	\$ 33.9	\$ 6.5	\$ 40.4	\$ 25.7			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 55.0	\$ 1.2	\$ 56.2		\$ 35.9	\$ 43.0	\$ 50.2
	VICE PRESIDENT				\$ 26.9			
NO IN POSITION: 7								
	WEIGHTED GROUP AVG:	\$ 55.0	\$ 1.2	\$ 56.2	\$ 26.9			
NO IN POSITION: 67								
\$ 12.5	POSITION AVERAGE:	\$ 35.9	\$ 6.0	\$ 41.9	\$ 26.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #4 - S. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$250.0 AND BELOW	VICE PRESIDENT	\$ 55.0	\$ 0.0	\$ 55.0		\$ 39.2	\$ 49.1	\$ 58.9
	VICE PRESIDENT	44.6	7.8	52.4		40.4	48.5	58.2
	DIST.MANAGER				\$ 24.2	17.6	21.2	25.4
	NO IN POSITION:	7						
\$ 51.9	WEIGHTED GROUP AVG:	\$ 49.8	\$ 3.9	\$ 53.7	\$ 24.2			
	NO IN POSITION:	7						
\$ 51.9	POSITION AVERAGE:	\$ 49.8	\$ 3.9	\$ 53.7	\$ 24.2			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #4 - S. E.

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$50.0 AND BELOW	VICE PRESIDENT	\$ 48.2	\$ 9.2	\$ 57.4		\$ 42.4	\$ 50.9	\$ 61.1
	MANAGER				\$ 29.7	28.0	30.1	32.2
	GROUP EXEC.	26.5	0.0	26.5				
\$ 4.1	NO IN POSITION: 8 WEIGHTED GROUP AVG:	\$ 37.3	\$ 4.6	\$ 42.0	\$ 29.7			
NO SCOPE REPORTED	VICE PRESIDENT	\$ 39.4	\$ 0.0	\$ 39.4		\$ 35.9	\$ 43.0	\$ 50.2
\$ 4.1	NO IN POSITION: 10 POSITION AVERAGE:	\$ 38.4	\$ 2.3	\$ 40.7	\$ 29.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #4 - S. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$400.0 AND BELOW	REG. V.P./MGR.				\$ 33.8	\$ 30.5	\$ 36.6	\$ 44.0
	VICE PRESIDENT	\$ 31.5	\$ 3.0	\$ 34.5				
	MANAGER	30.1	0.0	30.1		26.5	33.1	39.8
	MANAGER				28.6	19.4	29.7	40.0
NO IN POSITION: 47								
\$ 68.0	WEIGHTED GROUP AVG:	\$ 30.9	\$ 1.7	\$ 32.6	\$ 29.0			
NO SCOPE REPORTED	ASST. V.P./DIR	\$ 45.8	\$ 6.8	\$ 52.6		\$ 35.5	\$ 45.5	\$ 60.0
	ASST. V.P./DIR	40.6	0.0	40.6		35.9	43.0	50.2
					\$ 31.5	24.5	29.4	35.3
	EXEC. V.P.				24.8	18.0	25.0	32.0
NO IN POSITION: 14								
	WEIGHTED GROUP AVG:	\$ 42.7	\$ 2.7	\$ 45.4	\$ 29.3			
NO IN POSITION: 61								
\$ 68.0	POSITION AVERAGE:	\$ 35.8	\$ 2.1	\$ 37.9	\$ 29.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #4 - S. E.

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$200.0 AND BELOW	VICE PRESIDENT	\$ 39.5	\$ 3.0	\$ 42.5	\$ 26.7	\$ 18.7	\$ 30.0	\$ 41.2
	MANAGER	20.1	0.0	20.1		22.6	28.2	33.9
	MANAGER							

NO IN POSITION: 20								
\$ 38.7	WEIGHTED GROUP AVG:	\$ 33.0	\$ 2.0	\$ 35.0	\$ 26.7			

NO SCOPE REPORTED	ASST. V.P./DIR				\$ 53.0	\$ 35.9	\$ 43.0	\$ 50.2
	ASST. V.P./DIR	\$ 45.3	\$ 6.8	\$ 52.1		35.3	45.7	60.2
	VICE PRESIDENT				34.5 25.0	24.5	29.4	35.3

NO IN POSITION: 5								
	WEIGHTED GROUP AVG:	\$ 45.3	\$ 6.8	\$ 52.1	\$ 36.8			

NO IN POSITION: 25								
\$ 38.7	POSITION AVERAGE:	\$ 36.1	\$ 3.2	\$ 39.3	\$ 28.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #4 - S. E.

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$300.0 AND BELOW	DIV. V.P./MGR.	\$ 64.4	\$ 1.1	\$ 65.5		\$ 48.9	\$ 61.1	\$ 76.4
	DIV. V.P./MGR.	64.4	1.1	65.5		48.9	61.1	76.4
	DIV. V.P./MGR.	52.5	13.1	65.6			52.5	
	VICE PRESIDENT	51.1	8.4	59.5		40.5	52.9	66.1
	REG. V.P./MGR.	46.5	8.2	54.7		40.4	48.5	58.2
	REG. V.P./MGR.	46.5	8.3	54.8		40.4	48.5	58.2
	ASST. V.P./DIR	44.9	0.0	44.9		39.5	49.4	59.2

NO IN POSITION: 35								
\$ 100.3	WEIGHTED GROUP AVG:	\$ 49.3	\$ 4.1	\$ 53.4				

NO SCOPE REPORTED	ASST. V.P./DIR	\$ 66.8	\$ 5.0	\$ 71.8		\$ 46.0	\$ 57.5	\$ 69.0

NO IN POSITION: 47								
\$ 100.3	POSITION AVERAGE:	\$ 53.8	\$ 4.3	\$ 58.1				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - S. E.

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES (\$THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
\$300.0 AND ABOVE	\$ 64.1	\$ 3.2	\$ 67.3					5.0	2.0	47.0	17.3	260	260
	63.1	3.2	66.3					5.0	2.0	47.0	17.3	260	260
	62.1	3.1	65.2					5.0	2.0	47.0	17.3	260	260
	61.0	3.0	64.0					5.0	2.0	47.0	17.3	260	260
	60.0	12.5	72.5						2.0	60.0	12.0	B	D
	51.4	15.5	66.9					6.0		48.0		0	
	44.7	3.7	48.4		\$ 34.7	\$ 41.6	\$ 50.0	5.0	1.5	50.0	17.0	b	a
	43.9	37.3	81.2		43.0	47.5	52.0	5.0	2.0	48.0	22.0	a	a
	41.5	7.0	48.5										
	37.3	9.3	46.6		30.0	35.6	41.2	6.0	1.0	50.0	10.0	B	B
	31.6	0.0	31.6					5.0	2.0	60.0	26.0	B	D

NO. IN POS: 156													
WT'D													
\$ 404.3	AVG: \$ 56.4	\$ 7.8	\$ 64.2										

\$299.9	\$ 57.6	\$ 2.4	\$ 60.0					5.0	2.0	47.0	17.3	260	260
TO	51.4	0.0	51.4					6.0		48.0		0	
\$200.0	41.7	20.2	61.9		\$ 41.0	\$ 43.5	\$ 46.0	5.0	2.0	48.0	12.0	a	a
	40.6	5.3	45.9										
	40.0	5.8	45.8		30.5	36.6	44.0	5.0	1.5	50.0	17.0	b	a
	39.5	1.0	40.5		29.0	36.3	43.6	5.5	2.5	54.0	17.0	150	A
	36.7	6.0	42.7		29.0	36.5	44.0	5.0	2.5	55.0	10.0	B	B
	29.4	0.0	29.4					5.0	2.0	60.0	26.0	B	D

NO. IN POS: 111													
WT'D													
\$ 241.4	AVG: \$ 42.2	\$ 3.9	\$ 46.1										

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - S. E.

SCOPE		BONUS COMPANIES		NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES				COMPANIES				#	#	#	#	SUN.HOL.	
(\$THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY PAY	
\$199.9	\$ 54.2	\$ 2.8	\$ 57.0					5.0	2.0	47.0	17.3	260 260	
TO	51.4	0.0	51.4					6.0		48.0		0	
\$100.0	50.4	1.9	52.3					5.0	2.0	47.0	17.3	260 260	
	40.8	6.0	46.8										
	40.6	7.0	47.6		\$ 38.0	\$ 41.0	\$ 44.0	5.0	2.0	48.0	12.0	a a	
	39.5	1.0	40.5		24.0	30.0	36.0	5.5	2.5	54.0	17.0	150 A	
	39.5	1.0	40.5		26.4	33.0	39.6	5.5	2.5	54.0	17.0	150 A	
	39.4	5.5	44.9		28.5	34.2	41.0	5.0	1.5	50.0	17.0	b a	
	39.2	5.0	44.2										
	38.5	6.1	44.6		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a a	
	38.4	5.1	43.5		26.5	31.9	38.3	5.0	1.5	50.0	17.0	b a	
	36.6	6.0	42.6		29.0	36.5	44.0	5.0	2.5	55.0	10.0	B B	
	34.5	6.1	40.6		29.0	36.5	44.0	5.0	2.5	55.0	10.0	B B	
	33.0	0.0	33.0					5.0	2.0	60.0	26.0	B D	
	28.7	0.0	28.7					5.0	2.0	60.0	26.0	B D	
	28.6	0.0	28.6					6.0	2.0	50.0	17.0	B A	
NO. IN POS: 296													
WT'D													
\$ 144.1	AVG: \$ 39.2	\$ 2.9	\$ 42.1										

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - S. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY
\$99.9 AND BELOW	\$ 39.5	\$ 1.0	\$ 40.5		\$ 24.0	\$ 30.0	\$ 36.0	5.5	2.5	54.0	17.0	150 A
	37.7	4.6	42.3		26.5	31.9	38.3	5.0	1.5	50.0	17.0	b a
	37.5	2.8	40.3		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a a
	37.1	4.0	41.1		26.5	31.9	38.3	5.0	1.5	50.0	17.0	b a
	36.8	5.4	42.2		26.5	31.9	38.3	5.0	1.5	50.0	17.0	b a
	36.6	5.5	42.1		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a a
	36.0	1.0	37.0		36.0	38.5	41.0	5.0	2.0	48.0	12.0	a a
	35.8	5.6	41.4		29.0	36.5	44.0	5.0	2.5	55.0	10.0	B B
	33.1	6.1	39.2		29.0	36.5	44.0	5.0	2.5	55.0	10.0	B B
	28.7	0.0	28.7					5.0	2.0	60.0	26.0	B D
	26.6	0.0	26.6					5.0	2.0	60.0	26.0	B D
	26.0	0.0	26.0					6.0	2.0	50.0	17.0	B A
	24.0	0.0	24.0					6.0	2.0	50.0	17.0	B A
	22.4	0.0	22.4					6.0	2.0	50.0	17.0	B A

NO. IN POS: 116

WT'D

\$ 74.3 AVG: \$ 32.8 \$ 2.6 \$ 35.4

NO SCOPE	\$ 41.0	\$ 7.0	\$ 48.0	\$ 29.0	\$ 36.5	\$ 44.0	5.0	2.5	55.0	10.0	B	B
REPORTED	25.0	20.0	45.0	25.0	30.0	35.0	6.0	1.0	50.0	1.0		
	22.0	10.0	32.0	20.0	27.0	35.0	6.0	1.0	50.0	1.0		

NO. IN POS: 5

WT'D

AVG: \$ 27.0 \$ 13.4 \$ 40.4

NO. IN POS: 684

POSITION

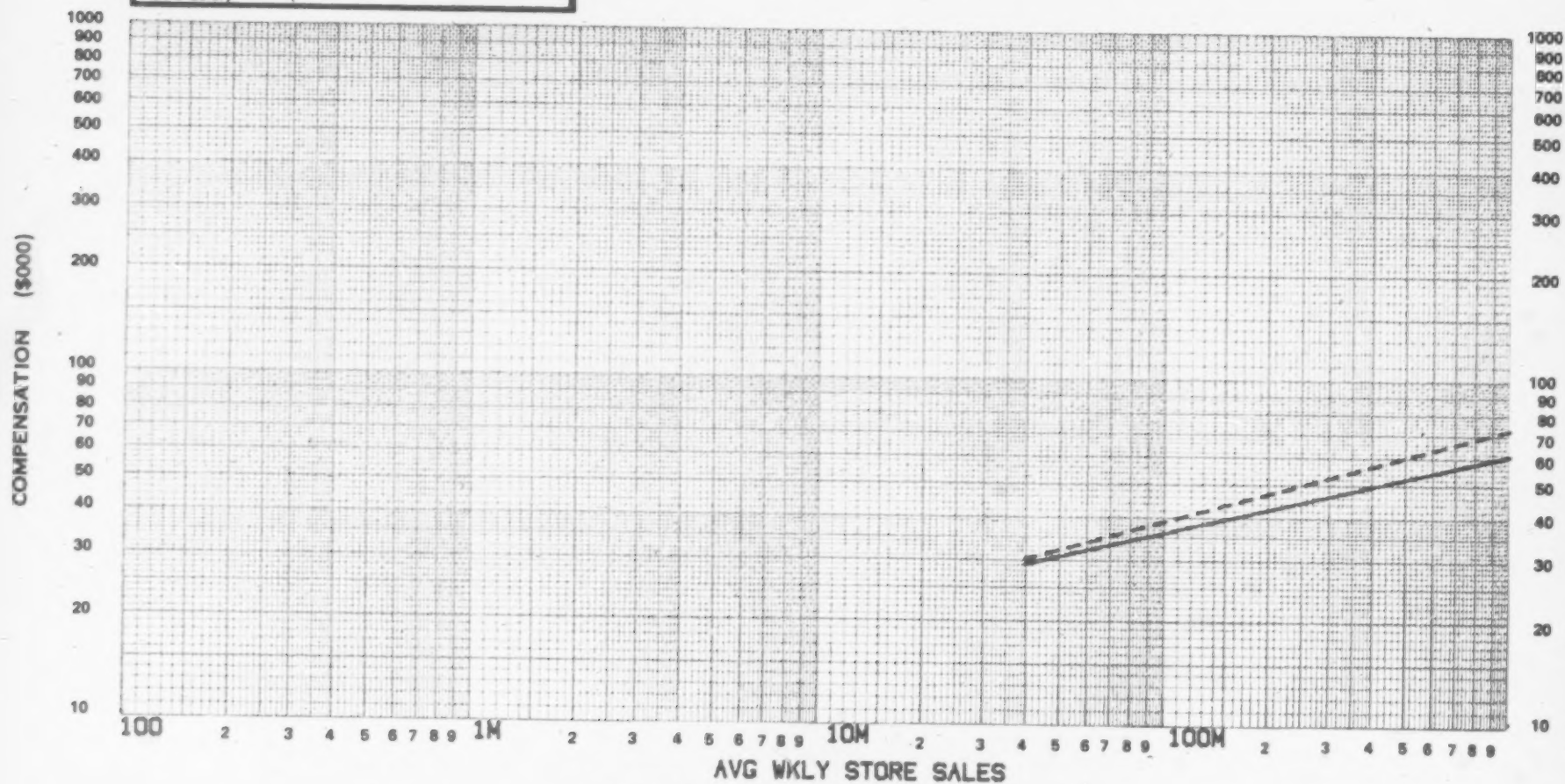
\$ 207.8 AVG: \$ 42.4 \$ 4.2 \$ 46.6



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.45	1.21
Bonus Co's Total Comp - - - - -	0.46	1.25
Nonbonus Co's Salary -		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #46 - STORE MANAGER

REGION #4 - S. E.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #4 - S. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES		NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN. HOL.			
	SALARY	BONUS		TOTAL COMP	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY	
\$250.0 AND ABOVE	\$ 34.9	\$ 7.3	\$ 42.2	\$ 30.5	\$ 31.0	\$ 33.5	\$ 36.0	5.0	4.0	48.0	12.0	a	a	
	34.7	3.8	38.5		31.0	33.5	36.0	5.0	4.0	48.0	12.0	a	a	
	26.4	3.8	30.2					5.0	2.0	40.0	17.3	F	F	
	26.4	4.7	31.1					5.0	2.0	40.0	17.3	F	F	
	26.4	5.7	32.1					5.0	2.0	40.0	17.3	F	F	
	26.4	7.7	34.1					5.0	2.0	40.0	17.3	F	F	

NO. IN POS: 106														
WT'D														
\$ 393.3	AVG: \$ 27.1	\$ 5.0	\$ 32.1	\$ 30.5										
\$249.9 TO \$150.0	\$ 34.8	\$ 2.4	\$ 37.2	\$ 30.6 29.9 29.7	\$ 31.0	\$ 33.5	\$ 36.0	5.0	4.0	48.0	12.0	a	a	
	31.1	3.2	34.3		24.0	29.0	33.0	5.0	2.5	53.0	10.0	B	B	
					28.5	32.3	36.0	6.0	1.0	50.0	10.0	B	B	
	28.6	3.1	31.7		24.0	29.0	33.0	5.0	2.5	53.0	10.0	B	B	
	27.2	0.2	27.4		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A	
	27.2	0.2	27.4		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A	
	26.4	2.3	28.7					5.0	2.0	40.0	17.3	F	F	
	26.4	2.3	28.7					5.0	2.0	40.0	17.3	F	F	
	26.4	3.0	29.4					5.0	2.0	40.0	17.3	F	F	
	25.7	0.0	25.7					5.0	2.0	45.0	26.0	B	D	
	24.0	0.0	24.0					5.0	2.0	45.0	26.0	B	D	

	NO. IN POS: 203													
WT'D														
\$ 199.9	AVG: \$ 27.2	\$ 1.5	\$ 28.7	\$ 30.4										

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #4 - S. E.

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY PAY	
\$149.9 AND BELOW	\$ 29.3	\$ 3.3	\$ 32.6	\$ 29.3	\$ 24.0	\$ 29.0	\$ 33.0	5.0	2.5	53.0	10.0	B	B
	29.2	3.6	32.8		24.0	29.0	33.0	5.0	2.5	53.0	10.0	B	B
	28.4	3.0	31.4		24.0	29.0	33.0	5.0	2.5	53.0	10.0	B	B
	27.2	0.2	27.4		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	27.2	0.2	27.4		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	25.2	0.0	25.2					5.0	2.0	45.0	26.0	B	D
	24.0	0.0	24.0					5.0	2.0	45.0	26.0	B	D
	23.1	0.0	23.1					5.0	2.0	45.0	26.0	B	D
	22.1	0.0	22.1					5.0	2.0	45.0	26.0	B	D

NO. IN POS: 209

WT'D

\$ 113.4 AVG: \$ 27.5 \$ 1.3 \$ 28.8 \$ 29.3

NO SCOPE
REPORTED

\$ 32.0	\$ 3.0	\$ 35.0	\$ 24.0	\$ 29.0	\$ 33.0	5.0	2.5	53.0	10.0	B	B
			\$ 20.2	18.2	20.2	25.2	5.0	3.0	50.0	2.0	
			20.2	18.2	20.2	25.2	5.0	3.0	50.0	2.0	

NO. IN POS: 13

WT'D

AVG: \$ 32.0 \$ 3.0 \$ 35.0 \$ 20.2

NO. IN POS: 531

POSITION

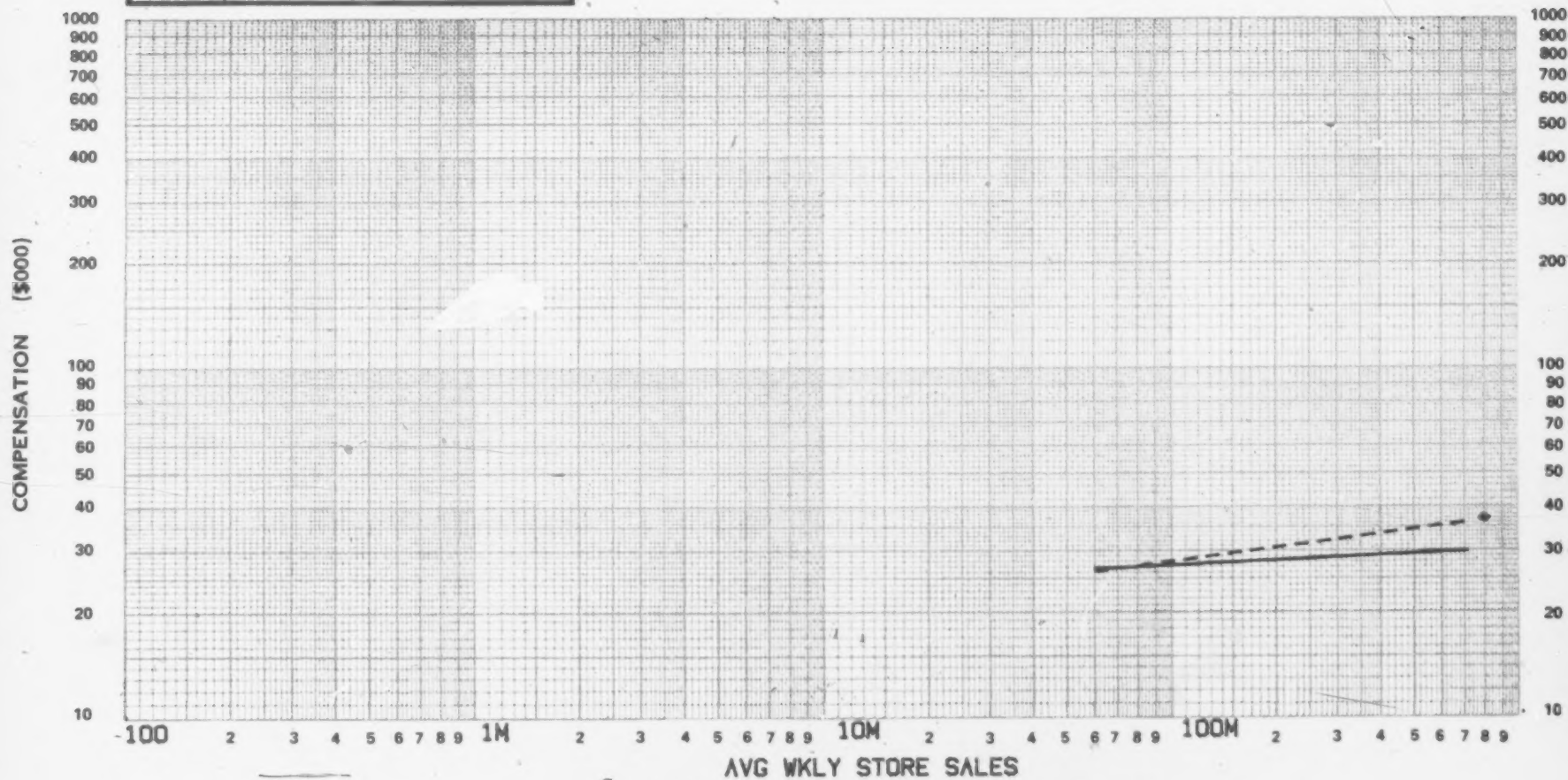
\$ 204.6 AVG: \$ 27.3 \$ 2.1 \$ 29.4 \$ 25.8



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.06	1.12
Bonus Co's Total Comp - - - - -	0.22	1.18
Nonbonus Co's Salary - . - . - .		

Food Marketing Institute

1987/1988 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #47 - ASSISTANT/CO-STORE
MANAGER

REGION #4 - S. E.

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #4 - S. E.

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY MIN	RANGE MID	SCHEDULE/PAY MAX	WORK # DYS.	SCHEDULE/PAY # NTS.	SCHEDULE/PAY # HRS.	SCHEDULE/PAY # SUN.	PAY PRACTICES SUN. HOL. PAY PAY	
\$25.0 AND ABOVE				\$ 41.9	\$ 38.0	\$ 40.8	\$ 43.5	5.0		50.0		B B	
				34.6									
	\$ 29.8	\$ 0.0	\$ 29.8					5.0	2.0	50.0	26.0	B D	
				29.3									
				28.9									
	28.6	0.0	28.6					5.0	2.0	50.0	26.0	B D	
	27.6	0.0	27.6					5.0	2.0	50.0	26.0	B D	
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E D	
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E D	
	22.0	0.0	22.0					5.0	2.5	44.0		B B	
21.7	0.0	21.7					5.0	2.5	44.0		B B		
21.3	0.0	21.3					5.0	2.5	44.0		B B		
NO. IN POS: 187													
WT'D													
\$ 36.0	AVG: \$ 25.3	\$ 0.1	\$ 25.4	\$ 34.8									
\$24.9 AND BELOW				\$ 28.2									
	\$ 27.0	\$ 0.0	\$ 27.0					5.0	2.0	50.0	26.0	B D	
	27.0	0.0	27.0					5.0	2.0	50.0	26.0	B D	
	25.7	0.1	25.8		\$ 21.8	\$ 25.6	\$ 29.4	5.5	1.0	45.0	12.0	E D	
	25.7	0.1	25.8		21.8	25.6	29.4	5.5	1.0	45.0	12.0	E D	
	20.1	0.0	20.1					5.0	2.5	44.0		B B	
	19.5	0.0	19.5					5.0	2.5	44.0		B B	
	18.8	0.0	18.8					5.0	2.5	44.0		B B	
	NO. IN POS: 162												
	WT'D												
\$ 18.9	AVG: \$ 23.1	\$ 0.1	\$ 23.2	\$ 28.2									

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #4 - S. E.

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				SUN.HOL.	
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	PAY	PAY
NO SCOPE REPORTED	\$ 34.0	\$ 2.0	\$ 36.0										
	28.0	1.0	29.0										
	27.5	1.5	29.0					5.0	1.0	40.0	13.0	F	F
	27.5	1.5	29.0					5.0	1.0	40.0	13.0	F	F
	27.5	2.0	29.5					5.0	1.0	40.0	13.0	F	F
	27.5	2.5	30.0					5.0	1.0	40.0	13.0	F	F
	27.5	3.1	30.6					5.0	1.0	40.0	13.0	F	F
	27.5	3.8	31.3					5.0	1.0	40.0	13.0	F	F
	27.5	5.2	32.7					5.0	1.0	40.0	13.0	F	F
				\$ 24.0	\$ 22.8	\$ 24.0	\$ 26.8	5.0	1.0	42.0			
				24.0	22.8	24.0	26.8	5.0	1.0	42.0			
NO. IN POS: 161													
WT'D													
AVG: \$ 27.5 \$ 2.7 \$ 30.2 \$ 24.0													
NO. IN POS: 510													
POSITION													
\$ 28.1 AVG: \$ 25.3 \$ 0.8 \$ 26.1 \$ 28.9													

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACIST

REGION #4 - S. E.

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES (\$THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$175.0 AND BELOW	VICE PRESIDENT MANAGER MANAGER	\$ 40.9	\$ 0.0	\$ 40.9	\$ 39.7 36.7	\$ 35.6	\$ 39.3	\$ 43.0
\$ 119.9	NO IN POSITION: 33' WEIGHTED GROUP AVG:	\$ 40.9	\$ 0.0	\$ 40.9	\$ 37.0			
NO SCOPE REPORTED	MANAGER	\$ 45.1	\$ 0.0	\$ 45.1				
\$ 119.9	NO IN POSITION: 87 POSITION AVERAGE:	\$ 43.8	\$ 0.0	\$ 43.8	\$ 37.0			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$1500.0 AND BELOW	VICE PRESIDENT DIST.MANAGER	\$ 58.8	\$ 10.4	\$ 69.2		\$ 39.6	\$ 49.5	\$ 59.4
		55.2	11.7	66.9				
		42.5	3.5	46.0				
		-----	-----	-----				
	NO IN POSITION: 17							
\$ 270.7	WEIGHTED GROUP AVG:	\$ 54.7	\$ 11.1	\$ 65.8				

	NO IN POSITION: 17							
\$ 270.7	POSITION AVERAGE:	\$ 54.7	\$ 11.1	\$ 65.8				

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES		TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS			MIN	MID	MAX
\$500.0 AND BELOW	VICE PRESIDENT	\$ 58.8	\$ 10.2	\$ 69.0		\$ 39.6	\$ 49.5	\$ 59.4
	DIST.MANAGER	52.0	7.7	59.7				
	REG. V.P./MGR.				\$ 47.8	39.0	44.5	50.0
	VICE PRESIDENT	41.5	0.0	41.5		30.8	41.0	51.3
\$ 58.4	NO IN POSITION: 24 WEIGHTED GROUP AVG:	\$ 51.8	\$ 7.4	\$ 59.2	\$ 47.8			
\$ 58.4	NO IN POSITION: 24 POSITION AVERAGE:	\$ 51.8	\$ 7.4	\$ 59.2	\$ 47.8			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES (\$MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
REPORTS TO		SAIARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
\$300.0 AND BELOW	VICE PRESIDENT	\$ 54.6	\$ 11.2	\$ 65.8		\$ 39.6	\$ 49.5	\$ 59.4
	REG. V.P./MGR.				\$ 44.6	39.0	44.5	50.0
		34.0	3.5	37.5				
NO IN POSITION: 9								
\$ 56.0	WEIGHTED GROUP AVG:	\$ 44.3	\$ 7.4	\$ 51.7	\$ 44.6			

NO IN POSITION: 9								
\$ 56.0	POSITION AVERAGE:	\$ 44.3	\$ 7.4	\$ 51.7	\$ 44.6			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$250.0 AND BELOW	DIV. V.P./MGR.	\$ 50.6	\$ 8.3	\$ 58.9				
	ASST. V.P./DIR				\$ 44.3	\$ 39.0	\$ 44.5	\$ 50.0
	VICE PRESIDENT	31.5	0.0	31.5		23.0	30.8	38.4

NO IN POSITION: 35								
\$ 118.5	WEIGHTED GROUP AVG:	\$ 40.5	\$ 3.8	\$ 44.3	\$ 44.3			

NO SCOPE REPORTED	VICE PRESIDENT	\$ 48.4	\$ 6.7	\$ 55.1		\$ 39.6	\$ 49.5	\$ 59.4

NO IN POSITION: 40								
\$ 118.5	POSITION AVERAGE:	\$ 41.5	\$ 4.3	\$ 45.8	\$ 44.3			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES (\$MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
\$300.0 AND BELOW	GROUP EXEC.				\$ 71.7	\$ 66.3	\$ 71.5	\$ 77.8
	DIV. V.P./MGR.	\$ 64.4	\$ 7.1	\$ 71.5		48.9	61.1	76.4
	DIV. V.P./MGR.	64.4	7.1	71.5		48.9	61.1	76.4
	CEO/PRESIDENT	57.2	3.6	60.8				
	CEO/PRESIDENT	57.2	3.6	60.8				
	NO IN POSITION: 33							
\$ 178.8	WEIGHTED GROUP AVG:	\$ 62.9	\$ 6.3	\$ 69.2	\$ 71.7			
NO SCOPE REPORTED	DIV. V.P./MGR.	\$ 66.9	\$ 18.4	\$ 85.3				
	VICE PRESIDENT	60.3	11.8	72.1		\$ 47.9	\$ 59.9	\$ 71.9
	VICE PRESIDENT	59.6	12.2	71.8		47.9	59.9	71.9
	NO IN POSITION: 28							
	WEIGHTED GROUP AVG:	\$ 63.5	\$ 15.5	\$ 79.0				
	NO IN POSITION: 61							
\$ 178.8	POSITION AVERAGE:	\$ 63.3	\$ 11.8	\$ 75.1	\$ 71.7			

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
					MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	HOL. PAY
\$175.0 AND ABOVE				\$ 55.8	\$ 48.0	\$ 57.5	\$ 67.5		.5	50.0	1.0	
				52.5	48.0	57.5	67.5	5.0	.5	50.0	1.0	
				49.7	48.0	57.5	67.5	5.0	.5	50.0	1.0	
	\$ 49.4	\$ 2.0	\$ 51.4		46.0	47.0	49.0	5.3		44.0		
	48.0	2.4	50.4		46.0	47.0	49.0	5.3		44.0		
	47.8	2.0	49.8		46.0	47.0	49.0	5.3		44.0		
	45.0	26.6	71.6					6.0		48.0		0
	44.5	21.7	66.2					6.0		48.0		0

NO. IN POS: 279												
WT'D												
\$ 346.4	AVG: \$ 45.8	\$ 17.7	\$ 63.5	\$ 54.7								

\$174.9 AND BELOW	\$ 46.3	\$ 2.0	\$ 48.3		\$ 46.0	\$ 47.0	\$ 49.0	5.3		44.0		
	44.7	7.2	51.9					6.0		48.0		0
	44.4	11.4	55.8					6.0		48.0		0
	44.2	0.0	44.2		30.8	41.0	51.3	6.0		54.0	.5	0
	43.9	0.4	44.3					6.0		48.0		0
	43.3	1.2	44.5					6.0		48.0		0

NO. IN POS: 116												
WT'D												
\$ 144.5	AVG: \$ 44.4	\$ 8.3	\$ 52.7									

NO SCOPE REPORTED	\$ 49.1	\$ 6.3	\$ 55.4		\$ 45.0	\$ 48.5	\$ 52.0	5.0		45.0		
	45.7	5.8	51.5		44.2	46.6	48.9	5.0		45.0		
	45.7	4.6	50.3					5.0		45.0		
	45.6	7.0	52.6					5.0		45.0		
	45.0	4.0	49.0					5.0		45.0		
	44.8	3.9	48.7					5.0		45.0		
	44.5	4.6	49.1					5.0		45.0		0

NO. IN POS: 518												
WT'D												
	AVG: \$ 45.9	\$ 5.6	\$ 51.5									

NO. IN POS: 913												
POSITION												
\$ 287.1	AVG: \$ 45.7	\$ 8.3	\$ 54.0	\$ 54.7								

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE
MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES (\$THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY MIN	RANGE MID	MAX	WORK SCHEDULE/PAY PRACTICES								
								# DYS.	# NTS.	# HRS.	# SUN.	SUN.HOL. PAY	PAY			
\$175.0 AND ABOVE				\$ 45.5	\$ 41.0	\$ 44.0	\$ 46.0	5.5	1.0	55.0	1.0					
				44.2	41.0	44.0	46.0	5.5	1.0	55.0	1.0					
				43.2	41.0	44.0	46.0	5.5	1.0	55.0	1.0					
	\$ 41.1	\$ 1.1	\$ 42.2		38.0	39.0	41.0	5.0		44.0						
	39.5	1.0	40.5		38.0	39.0	41.0	5.0		44.0						
	39.0	1.0	40.0		38.0	39.0	41.0	5.0		44.0						

NO. IN POS: 169																
WT'D																
\$ 381.5	AVG: \$ 40.5	\$ 1.0	\$ 41.5	\$ 45.1												

\$174.9	\$ 41.0	\$ 0.0	\$ 41.0		\$ 25.2	\$ 33.6	\$ 42.0	6.0	2.0	54.0	2.0					
AND BELOW	38.0	1.0	39.0		38.0	39.0	41.0	5.0		44.0						

NO. IN POS: 2																
WT'D																
\$ 78.5	AVG: \$ 39.5	\$ 0.5	\$ 40.0													

NO SCOPE REPORTED	\$ 41.9	\$ 1.0	\$ 42.9		\$ 40.0	\$ 41.5	\$ 42.9									
				\$ 39.5									5.5	1.0	44.0	44.0
				39.5									5.5	1.0	44.0	44.0
				39.5									5.5	1.0	44.0	44.0
				39.5									5.5	1.0	44.0	44.0

NO. IN POS: 370																
WT'D																
	AVG: \$ 41.9	\$ 1.0	\$ 42.9	\$ 39.5												

NO. IN POS: 541																
POSITION																
\$ 378.0	AVG: \$ 41.6	\$ 1.0	\$ 42.6	\$ 41.8												

FOOD MARKETING INSTITUTE
1987-1988 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES (\$THOU)	BONUS COMPANIES		NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES				
	SALARY	BONUS		SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN. PAY
\$75.0 AND BELOW				\$ 39.0							
				39.0							
				39.0							
				39.0							
	\$ 29.6	\$ 1.4	\$ 31.0					6.0		48.0	

NO. IN POS: 42											
WT'D											
\$ 40.7	AVG: \$ 29.6	\$ 1.4	\$ 31.0	\$ 39.0							

NO SCOPE REPORTED	\$ 30.0	\$ 0.5	\$ 30.5								
NO. IN POS: 190											
WT'D											

NO. IN POS: 232											
POSITION											
\$ 40.7	AVG: \$ 30.0	\$ 0.5	\$ 30.5	\$ 39.0							

APPENDIX: SURVEY POSITION DESCRIPTIONS



Food Marketing Institute

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SURVEY POSITION #7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION #8: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION #13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SURVEY POSITION #17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION #21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #28: FROZEN FOODS MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #29: DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #30: NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #31: DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #32: BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION #33: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #34: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #35: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #36: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #37: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #38: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #39: DELI BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #40: BAKERY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION #41: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #42: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #43: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #44: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION #45: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #46: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #47: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SURVEY POSITION #48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SURVEY POSITION #49: WAREHOUSE MANAGER WITH TRANSPORTATION

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SURVEY POSITION #50: WAREHOUSE MANAGER WITHOUT TRANSPORTATION

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SURVEY POSITION #51: TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SURVEY POSITION #52: TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SURVEY POSITION #53: PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SURVEY POSITION #54: PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.



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